THE FEBRUARY *Midmonthly* SURVEY

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At the White House
RAY LYMAN WILBUR, M.D.

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We Blush

"SOME one did an excellent job in the make-up of the last number of The Survey. The choice of the pictures, their arrangement and the general handling was all of just the right sort to attract the members of the medical profession. I am glad to commend you upon an excellent job well done."—*Ray Lyman Wilbur, M. D., secretary of the interior.*

"I have been much struck with the excellence of the last number of The Survey on the Cost of Medical Care. I have had so many favorable comments about it that I wanted to tell you how much it is appreciated by many of us. I also want to congratulate you upon having selected such a number of splendid illustrations."—*Linsly R. Williams, M.D., director New York Academy of Medicine.*

"You have certainly dressed up the words in a most exemplary holiday form. Reading the text again, in print, confirms my impression that nothing has been issued in better spirit, more frank, or likelier to do so much good in the years ahead."—*Haven Emerson, M.D., New York.*

"The last number of The Survey should be mandatory reading for seniors in medical colleges and should serve as the basis of at least one meeting for every county medical society of the country."—*Ira S. Wile, M.D., New York.*

"I WISH you would kindly send me fifty copies of the January 1 number of The Survey. I have read that issue with a great deal of pleasure and I want to congratulate you upon the splendid viewpoints expressed. I think this is a contribution to the advancement of public health and adequate medical service. Please send me the bill. I want to distribute one of these to each of my fourth-year medical students."—*W. S. Leathers, M.D., School of Medicine, Vanderbilt University.*

"I take this opportunity to congratulate you on this timely and important contribution to a matter which vitally affects the homes of at least 90 per cent of us."—*William T. Foster, Pollak Foundation for Economic Research.*

"I wish to congratulate you upon bringing this intensely interesting and valuable material together. It is by all odds the most comprehensive glimpse of the whole problem which has come to my attention."—*B. K. Richardson, Department of Public Health, Springfield, Illinois.*

"I want to tell you that The Survey of January 1 on health was a 'dandy.' Please send me fifty copies of this and bill me for same."—*D. W. Weist, Scranton Community Chest.*

"I think this issue one of the best yet and I congratulate you and your associates on getting it out."—*Edward F. Brown, Department of Health, New York City.*

"Many thanks for the January Survey Graphic. It is a wonderful number and we can use all that come our way. Through my membership on the Committee on the Cost of Medical Care I had already made it possible for the American Nurses Association to send out 150 copies to a carefully selected list of nurses. These copies are to be accompanied by a letter from the president, Miss S. Lillian Clayton. . . . Good luck to you with the fine things you are doing."—*Mary M. Roberts, editor The American Journal of Nursing.*

"THE Survey Graphic for January . . . deals with a subject of extreme importance and presents in an excellent manner the desires of the American Medical Association in the matter."—*N. P. Colwell, M.D., secretary Council on Medical Education and Hospitals, American Medical Association.*

"All health workers must surely be grateful to The Survey and impressed by its brilliantly edited January Graphic on the Cost of Health. Especially will the health education and publicity departments welcome the rich and varied contribution to the pictorial side of health publicity."—*News Bulletin of the Social Work Publicity Council.*

"I do not desire to renew my subscription. This is mainly due to the fact that you apparently cannot take any level-headed views in medical matters. You are apparently convinced that it is not necessary to give the anti-medico any chance at all. I feel all this talk about disease and scientific research is ditchwater. . . ."—*Charles P. Heartman, Metuchen, N. J.*

"It arrived while I was at the hospital and everything in it seemed to strike a chord of response within me. My obstetrician came in while I was chuckling over some of the take-offs on M.D.'s and in a burst of generosity I gave him my copy."—*Malcka Stern, Washington, D. C.*

"A splendid contribution to the subject in hand, and I should be very grateful if you would send me sixty copies to distribute to my class."—*C.-E. A. Winslow, Yale University School of Medicine.*

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THE SURVEY

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The Gist Of It

WHEN a city goes broke, it's something much more intimate and harrowing than a red figure on a balance sheet. In Chicago, there's no money for salaries of social workers, teachers, policemen, clerks, scrub-women. Perhaps the lowest depths of misery were plumbed by the women on the mothers' pension fund, who have stormed the private relief societies. And of course the loan sharks have sprung into the breach with fair words and high interest rates. The story of it told by KARL BORDERS, assistant headworker of Chicago Commons and lecturer at the School of Social Service Administration of the University of Chicago. Page 567.

ALL Survey readers know that RAY LYMAN WILBUR, M.D., is not only chairman of the White House Conference on Child Health and Protection but also secretary of the interior and president of Leland Stanford University on sabbatical leave. It is news, however, that a college president can start life as an adept judge of rattlesnakes and that a boy skilled in swiping watermelons can become a cabinet officer. All the better background for the man in charge of the White House Conference, who sets forth here the plans and framework of that forthcoming notable gathering in behalf of the children of America. Page 569.

NOT prohibition or anti-bition but law enforcement is the point of the first report of the Wickersham commission and of the review of it by KARL N. LLEWELLYN, professor of law at Columbia University and a man profoundly aware of the social implications of his profession. Page 571.

M. FRANCES WARREN, now field secretary of the Women's Prison Association in New York City, knows the problems of the aged New Yorkers of whom she writes on page 573 through nearly two years as social worker at Farm Colony for the aged for the New York City Visiting Committee of the State Charities Aid Association and the municipal Bureau of Dependents.

WHETHER or not we need more hospitals for veterans is the query raised on page 574 by A. W. MCMILLEN, director of the registration of social statistics for the Local Community Research Committee of the University of Chicago, which is cooperating with the Association of Community Chests and Councils. The old soldiers' homes of the G.A.R. are recent enough staggering examples of how not to do it. Survey readers will pleasantly recall Comrade Mathews' Escape in the Midmonthly of last December.

THE contrast of the older generation of social work executives, who were primarily social reformers, and of the present generation, who are jacks-of-all-trades with a strong emphasis on the technical, managerial side, forms a striking picture of a profession shaking down to its work. PAUL L. BENJAMIN (page 576) had his knack of delightful writing even before he was a member of The Survey staff, and he has obviously carried it over into later executive positions, including his present post as general secretary of the Family Welfare Organization of Louisville.

THE revealing story of The Girl Who Looked Too Much at the Clock, page 578, is told by PAULINE LEADER, a young industrial worker in New York City who, though she is only twenty-one, already looks back on what seem to her "millions of jobs."

HOBBIES are obviously much more than a part of her daily work as secretary of the Field Department of the Playground and Recreation Association of America, to ERNA D. BUNKE (page 580). And that they are the most vivid sort of thing to the people who have been inoculated is borne out by the ninety-seven kinds of hobbies that piled up on Miss Bunke as a result of one hundred questionnaire letters. Helen Phelps or Gerta Ries or some artist friend must be told off to do a comic valentine of the portly head of the New York School of Social Work in a bungalow apron cooking his daily dozen.

ONE of the most experienced and successful of the publicity folk, T. J. EDMONDS, of the Iowa Tuberculosis Association, takes his typewriter in hand (page 592) and confesses that now it can be told. A stick of copy a day keeps the deficit away—or something like that. Survey readers will recall earlier articles, particularly The Man in the Street and the Chest, in which he has gaily spoofed his confreres.

THE cottage mother is the institution child's next of kin at everything except law, and his most important companion. Yet the drift of institution life tends to sift out the better women in this position, who cannot face the emotional strain of wholesale mothering of large groups of children. H. W. HOPKIRK discusses the subject on page 593 from the vantage ground of special assistant for the study of institutional needs of the Child Welfare League of America.

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THE MODERN GEORGE WASHINGTON

Father, as an integrated personality, I cannot commit a flight from reality. I did it with my little subconscious.

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THE SURVEY

February 15
1930

Volume LXIII
No. 10

A Matter of Emphasis

DR. SIDNEY GOLDSTEIN of the Free Synagogue in New York is up to his elbows in all sorts of social work, the city over. But he is close enough to religious activities nonetheless to relish a story at the expense of the preachers. Here's one of them: "Does your father ever give the same sermon twice?" a visitor asked of the small boy in the church-house. "I guess he does," answered the boy, "but he hollers in different places."

'ear! 'ear!

WHILE a steam-shovel across the way chews through the brain-cells of Survey editors, there is melancholy consolation in reading the remarks of the Noise Abatement Commission. Central Park, they say, is the quietest place in the city. What's Central Park to us? is the obvious retort. Taxi-drivers are becoming hard of hearing. We'd noticed that, and anyway so are we. We need a new ordinance as to loud speakers. Amen, but will an ordinance do any good?

Our interest becomes more deeply involved when Dr. Foster Kennedy, broadcasting for the New York Health Department, tells what a paper-bag in Bellevue can do. In the Department of Neurology, it seems, there are usually a few persons who in the past have had to have a piece of skull removed because of injuries, for the excision of tumors and the like. Dr. Kennedy selected several patients of this type, otherwise in perfect health, and tested pressure on the brain by a painless little contrivance applied to the gap. When a paper-bag was blown up and exploded beside the patient, brain pressure rose to four times the normal for four seconds and did not return to its usual level until another thirty seconds had passed. He comments pointedly, "If this is what an innocent paper-bag explosion does to your brain, what does an unmuffled motor truck do?" Well, what indeed?

Together with research in noise, New York is beginning to develop at least an etiquette. When riveters started on the new Irving Trust skyscraper in Wall Street the president of the company wrote to the neighbors apologizing for the din. A little while ago the children and nurses in Gramercy Park were greeted with a large mauve sign artistically lettered in blue:

Our Sincere Apologies
To Our Neighbors
For the Unavoidable Annoyance
This Hammering Must Occasion.

This might have cheered even us, who work a block from Gramercy, if the builder hadn't troubled to explain why all this courtesy. The newspapers quoted him as saying that it wasn't inspired by the Noise Abatement Commission (or even, he might have added, ordinary humanity) but by the fact that this is a neighborhood where there are "gentle folk" who *sleep* after eight o'clock when work begins!

Crowded Federal Prisons

IN Atlanta Penitentiary with a normal capacity of 1,452 prisoners, there are now 3,800; Leavenworth, built for 1,560, houses 3,900. And so the story goes on through the federal penal institutions, struggling with a population which has quadrupled since 1915 as new legislation—prohibition, narcotic, white slave, and so on—has placed under federal care many offenders who formerly were charges of the states. To deal with 18,000 prisoners the Federal Prison Bureau has a central office force of nineteen people. There are two inspectors to see to the needs of federal prisoners housed in about 1,100 county jails. The supervision of parole has to rely entirely on volunteers or first friends. In the ninety-one federal judicial districts there are *eight* probation officers, one of whom is said to have 1,600 cases in his charge. To visit each of them once a month he will have to see fifty a day.

From statistics such as these, submitted by Sanford Bates, superintendent of prisons, to the House Committee on the Judiciary, it is not difficult to see that a reorganization of federal prisons is in order. The first step is well under way in the shape of five bills (H.R. 6807, 7410, 7412, 7413, and 7832) recommended by the attorney-general, approved by the Committee on the Judiciary and now before the House. These bills would establish two new institutions for federal prisoners; authorize a hospital for the care and treatment of the criminally insane; give the department authority to alleviate the present appalling idleness of federal

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prisoners by establishing shops and factories for the manufacture of supplies needed by the government; create an independent parole board to hear the applications of the 9,000 federal prisoners who are eligible for parole annually; and authorize a reorganization of the administration of federal prisons in a bureau of prisons under the Department of Justice. These bills follow recommendations made by President Hoover in his annual message and citizens-at-large will join in the hope of the Committee on the Judiciary that they be speedily enacted into law.

An Author by Any Other Name

AS a tip to aspiring authors, apparently one might suggest that it helps to be advertised as insane. In 1898 Harper's Weekly published a little item headed A Last Will and signed by the *nom de plume* Charles Lounsbury. For nearly nine years it reposed quietly on that printed page, appreciated by those who had read it there, unremarked by the rest of the world. Then in jocular mood, an after-dinner speaker in New York, a friend of the author, read it to his fellow-diners, explaining that it was "a remarkable will made by a man who died in Cook County Insane Asylum." Immediately the will—which devises "pleasant play places" to little children, "pet words" to fathers and mothers, and the like—started a round of publication and re-publication which still continues, usually with the indignant comment, "Could this man have been insane?" Recently it was culled by The Medical Mentor from another publication and then picked up in turn by the California State Health Department's Weekly Bulletin, under the caption Is This Mental Hygiene? Now the author's brother writes to the Bulletin to explain that "Charles Lounsbury" is not and never has been insane; but is, in fact, Williston Fish, a Chicago jurist and author, formerly general manager of the Chicago Surface Lines, who is credited with the "will" under his Who's Who listing, and explained the whole circumstances in newspaper interviews back in 1907. Mr. Fish was as surprised as anyone else to see his work appear and survive as the genius of insanity. When the next house organ picks it up, perhaps the publicity man will write an editorial on the eccentricities of news.

The High Cost of Health

IN a report from its Committee on Activities the New York Academy of Medicine, always a courageous and progressive spokesman of organized medicine, declares that all is not well with the medical profession. Rumblings of discontent are heard at the increasing cost of medical care (see The Survey, January 1); there have been differences in viewpoint between physicians, organized in their county medical societies, and the voluntary and public health agencies, the hospitals, and other medical organizations; there have been differences among the physicians themselves, especially between the specialists and the general practitioners. The committee of the academy believes that the friction is due to competition which is apparently unfair or to the fear of competition; it condemns heartily "several glaring abuses of professional conduct which it is believed have become so common as to constitute a menace to the profession": fee-splitting between specialist and general practitioner, the overcharging of patients who cannot afford the fees demanded, and the publicity obtained by many physicians which indicates that they are better qualified than their colleagues to treat certain conditions. Of necessity, the committee believes, medical costs have increased as medical standards have become higher, while hospital care is more expensive (and ordinarily more effective) than care for the patient at home. The academy announces its readiness to discipline, after investigation, any breach of professional ethics on the part of its members; it recognizes the importance of studies in the field of medical economics, undertaken by the Committee on the Cost of Medical Care and other groups, and recommends studies of the qualifications for specialists and of professional practice in hospitals. In his inaugural address as president of the New York County Medical Society, Dr. George W. Kosmak pointed out that most of the dissatisfaction in medical relationships goes deeper than mere money questions to the whole question of a changing medical order, in which the individualistic practice of medicine may or may not survive. Such open-minded statements and questions as those promulgated by the New York Academy give ground for hope that the outcome will be just alike to the patient and to the physician on whom responsibility for care must rest.

Rehabilitating Cinderella

CINDERELLA, in the guise of the New York State Department of Welfare, runs a fair chance of becoming, if not a princess, at least a self-respecting independent young person by 1935, if Governor Roosevelt's welfare program runs its course. New York is having the happy experience of two governors in succession who are really interested in the social development of the state. Under Governor Smith's regime there was put into effect the $50,000,000 bond issue to build long over-due state hospitals and institutions. Explaining the $46,000,000 increase in the state budget this year before the annual dinner of the State Charities Aid Association, Governor Roosevelt outlined a program which could not only catch up with the state's delinquencies in respect to the insane and the criminal, but which might by 1935 meet the needs of 1935, and start toward the prevention of the breakdowns which will mean a steadily increasing burden on the state in the future unless measures are taken now to counteract them. At present New York lacks beds for from 6,000 to 10,000 mental patients already under its charge, and cells for 2,000 prisoners; five years hence, if present trends continue, the present accommodations would fall short by at least 18,000 beds and 5,000 cells. Hence Governor Roosevelt's cheerful insistence on the provision of 6,000 beds this year and in 1931 and 1932; on the appropriation of $10,000,000 for prisons this year, next year, and the year after. All that would only wipe the slate clean for 1935; New York must pay for past forgetfulness.

"The State Department of Public Welfare," said Governor Roosevelt, "has been the Cinderella of our government household. It has been trusted haphazardly with all sorts of odds and ends of things which involve hard work and little glory." In the plans to raise it "to the proud level of its sister, the Department of Education," Governor Roosevelt includes a special interest in the relief of the aged. The distinction of the modern state from earlier government, he believes, lies in its recognition that it is not sufficient to protect citizens from invasion, from lawless acts, injustice and persecution, but that state effort must go further

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to protect from disease, ignorance, physical injury and privation in old age. How far that ideal already is in practice in New York is shown by the fact that of the state's total budget of $310,000,000, from 85 to 90 per cent is spent on social welfare, broadly speaking, including health, education, highways, the care of the insane and the criminal, the relief of the poor and the like. But care and relief still are not adequate, and eventual economy means going beyond even these to prevention.

Chicago Swaps With Berkeley

WHEN Chicago won August Vollmer from Berkeley to direct its police school, probably it little suspected that a few months later it would lose one of its own illustrious citizens to that California city. Yet just this thing has occurred, according to a recent announcement by Governor Emmerson of Illinois. Dr. Herman M. Adler, director of the Institute of Juvenile Research and state criminologist since the inception of this unique public service in 1917, has offered his resignation, because of illness in his family, to become professor of psychiatry at the University of California and consultant to the California State Department of Institutions. The important work which Dr. Adler has instituted in Illinois will be carried forward by Dr. Paul Shroeder, who for some years has been Dr. Adler's assistant. California's climate is to be congratulated.

"It's Smart to Be Thrifty"

FOR the past few years the results of 3 per cent compounded annually for even fifty years have diminished when compared with six months' profit on a few shares of Bumpety Power or Eldorado Copper bought on margin. But now that the bubble has burst, we are in a mood—or should be—to listen again to the maxims of Poor Richard. To take advantage of our repentance there has been organized the American Provident Corporation, "the first national society to enroll those interested in an application of the principles of personal economics." The committee which is sponsoring the organization is composed of insurance men, bankers, brokers, social workers and economists, with headquarters at 51 Madison Avenue, New York City.

"Why is it," asks the society, "that so many Americans are dependent when they cease to earn, although as a whole they have been receiving the largest real wages in the world and in history?" In spite of historical comparisons, we must remember that many family incomes—take the government, employers, or unions as your authority—are still not high enough to permit saving, and with the present employment situation even the $25-a-week head of a family is not apt to follow the society's advice to "get a new job" if you can't save on the one you have. However, for the middlers, the society's Bible, How Old Am I Financially? (by Charles M. deForest. American Provident Corporation. 168 pp. Price $3) is a sober antidote to the glittering advice of modern advertising. There are a few people who deliberately plan to live adventurously and die happily indigent, but their number is small compared with those whose insecurity is due to financial incompetence, a disability of 98 persons in each 100, according to Dr. S. S. Huebner, professor of insurance and commerce at the University of Pennsylvania. How Old Am I Financially? is a fascinating affair for those with a fondness for schedules. There are tables of reserves—minimum, middling and master—for every age, and after you have been properly depressed by looking up your own year and month, there are budget pages on which to grow to a financial maturity. The portion of the book which discusses the general problem of personal finances is not too quibbling, as is sometimes the case with sensible advice. Insurance, home ownership or any other form of reasonably secure capital investment, counts as reserve; installment buying is not necessarily improvident unless the premium is too high; one should make a careful estimate of the value of one's time and not spend it recklessly to effect a disproportionate saving.

A Yardstick of Philanthropy

WITH the ambition of individual states to make a good showing in the 1930 census as a lever, a vigorous campaign is under way to bring up the literacy standing of the United States and particularly of those southern states that are below the level for the country at large. In this effort, the Julius Rosenwald Fund is expressing again the philosophy of large-scale giving which is set forth in its annual report for 1929. The directors count as a failure any benefaction which cannot prove its worth sufficiently to be taken over by the appropriate community agencies; the yardstick for gauging the success of any of the fund's projects is the ease and promptness with which philanthropic help may be ended.

Thus, in the present illiteracy campaign, the fund is committed only through 1931. By that time, the new census figures will be available, and it is the hope and belief of the fund that the state and federal governments will carry forward a five- or ten-year program that will definitely wipe out illiteracy in this country. Meanwhile, the fund is making substantial grants to five southern states, contingent on the raising of additional funds from local sources. It has also contributed $20,000 to the National Illiteracy Crusade, of which Cora Wilson Stewart is the director, and $15,000 to the National Advisory Committee, organized during the December conference on illiteracy, called by Secretary Wilbur.

Recent surveys indicate that there are not fewer than 5,000,000 illiterates over twenty years of age in this country. Behind the details of the present campaign are the handicapped men and women who, through the wise philanthropy that quickens public effort, are now gathering in little groups in mountain cabins, in city schoolrooms and country churches, to master the necessary tools of reading and writing.

Picking a Good Spender

WITH the appointment of William J. Norton of Detroit as executive officer, the Children's Fund of Michigan got actively under way on February 1, nine months after it was established by Senator James Couzens of Michigan, and twenty-four years and three months from the day on which Mr. Couzens' entire gift of ten million dollars must be expended, principal, interest and even any small change remaining over in the petty cash account. The fund is one of the most notable gifts of our time, in amount, in the provision that it must be expended at the rate of $700,000 a year with never more than one year of accumulated balance, and in the fact that the donor named it not after himself, in the customary way, but after its beneficiaries, the children of Michigan, for whose "health, welfare, happiness

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and development" it is to be expended. The fund is now engaged in a state-wide child-health program including:

Two county child health demonstrations one of which, in the Upper Peninsula, is already under way; the consolidation of eight "poor" counties into two units of four counties each for purposes of health work; the supplying of nursing service in backward counties; pre-natal nursing service in counties where the maternal mortality rate is high; instruction of mothers by women physicians; and a dental program in approximately twenty counties.

All of the above have been initiated with the expectation that as the demonstrations show their value, the local governments will take them over and the Children's Fund will withdraw. In addition, there is a research program, including dental caries, under the University of Michigan; of family factors contributing to juvenile delinquency in Detroit, under the Yale Institute of Human Relations; and of dependency, under the Michigan Children's Aid Society.

When Mr. Norton became head of the fund, the community chest movement lost the dean of its executives. In 1913 he organized the Cincinnati Council of Social Agencies. In 1917 he went to Detroit to organize the Community Fund and the Community Union, with an initial group of 42 social agencies, which has since grown into one of the largest community funds in the country with 80 agencies, an annual budget of three million dollars and with standards of both social work and joint financing that have contributed to the experience of the whole country. Except for a brief period of newspaper work following his graduation from Bowdoin in 1905, Mr. Norton has been continuously in social work, in Brooklyn, Cleveland, Cincinnati and Detroit. In 1925 he was president of the National Conference of Social Work at Denver. He has been a lecturer on sociology at Western Reserve and the University of Michigan and he is the author of The Cooperative Movement in Social Work, which is the standard reference on community chest philosophy and practice. "Bill" Norton has stood out for his capacity as an organizer, for his sagacity, his strategy in building up standards, his deep human understanding and broad civic imagination. He has proved one of the ablest money-raisers in the country and will bring the same constructive qualities to his spending. He will be succeeded in the Community Fund by Percival Dodge, who has been associate secretary for seven years.

In Memory of Dr. Salmon

ONLY rarely does a generation produce a personality with the light, the warmth and the strength which were united in the late Thomas W. Salmon, formerly professor of psychiatry at Columbia University and medical director of the National Committee for Mental Hygiene. In memory of him, and even more in continuance of the ideals he kindled and the progress he had mapped ahead, a group of his associates, friends and admirers have organized the Thomas William Salmon Memorial, Inc., with the hope of obtaining a fund of $100,000 to provide lectures in cities throughout the country by the scientists who make the outstanding contribution of the year in the understanding of the human mind, and to publish and distribute these lectures for all. The administration of the fund will be vested in a special committee of the New York Academy of Medicine, which has national and international affiliations; to be chosen to deliver the lectures will be a signal recognition of original and outstanding work. The memorial will serve to stimulate new research and to make possible the maximum use of the knowledge, now often buried and obscure, for which workers are giving their time in universities and other centers throughout the country. Contributions are solicited from those who knew and loved the wise physician, and from the still wider circle who share his devotion to the emancipation of the mind of man. They should be addressed to the Thomas William Salmon Memorial, Inc., Room 1508, 370 Seventh Avenue, New York City.

What Is a Good House?

A RECENT editorial in The New York Times questions the wisdom of providing playgrounds, swimming-pools, libraries and the like in "model tenements" on the ground that such features bring the rent to a level out of reach of the family with a monthly income from one hundred to one hundred and twenty-five dollars or less, a group which finds it especially difficult to procure decent living quarters. Even the tax-exempt tenements operated under the regulations of the New York State Board of Housing, providing such features, must rent at an average of twelve dollars a room, obviously too high for a large number of wage-earners. Hence The Times' question: Would such enterprises not achieve a broader social good if they simply provided decent, sanitary homes at a lower rental, and let those who want better accommodations fend for themselves?

The Times' query was occasioned by the announcement of model tenements to be erected by Lieutenant-Governor Herbert H. Lehman and Aaron Rabinowitz, at a cost of $2,500,000 and covering an entire square block of which 50 per cent is to be utilized for courts and playgrounds. Is there not an obvious answer to the question? If it is proved that it is economically sound to build multiple-dwelling houses which provide for these community services at *as low a rental* as $12 a room, and if such houses as a result increase in numbers, will not their existence affect the rental of less desirable buildings deserted by those who can afford the higher rent—and, presto—decent, sanitary, lower-priced living quarters for a lower income group appear?

As to the desirability of green courts, day nurseries, and club rooms, a recent report of the sub-committee on social work in housing of the National Committee on Housing Practice, is interesting. The purpose of the committee is to collect data about social welfare, recreational and cooperative activities conducted in housing organizations. In its opinion, "good housing" implies provision for such activities.

As a result of a questionnaire sent to the managers of forty model housing developments to which nineteen replied, six reported they had no community social activities, and thirteen had. These thirteen were all located in large cities where the need is most acute. All thirteen provide playgrounds, ten club rooms, five game rooms, seven assembly halls, five libraries, three kindergartens and three nurseries.

In this connection the Amalgamated Clothing Workers of America are to be congratulated, for because of the success of their housing experiment in the Bronx, the Lehman-Rabinowitz house is to be turned over for operation to the Amalgamated Housing Corporation, the subsidiary which conducts the Amalgamated's housing enterprise.

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Cashless Chicago

By KARL BORDERS

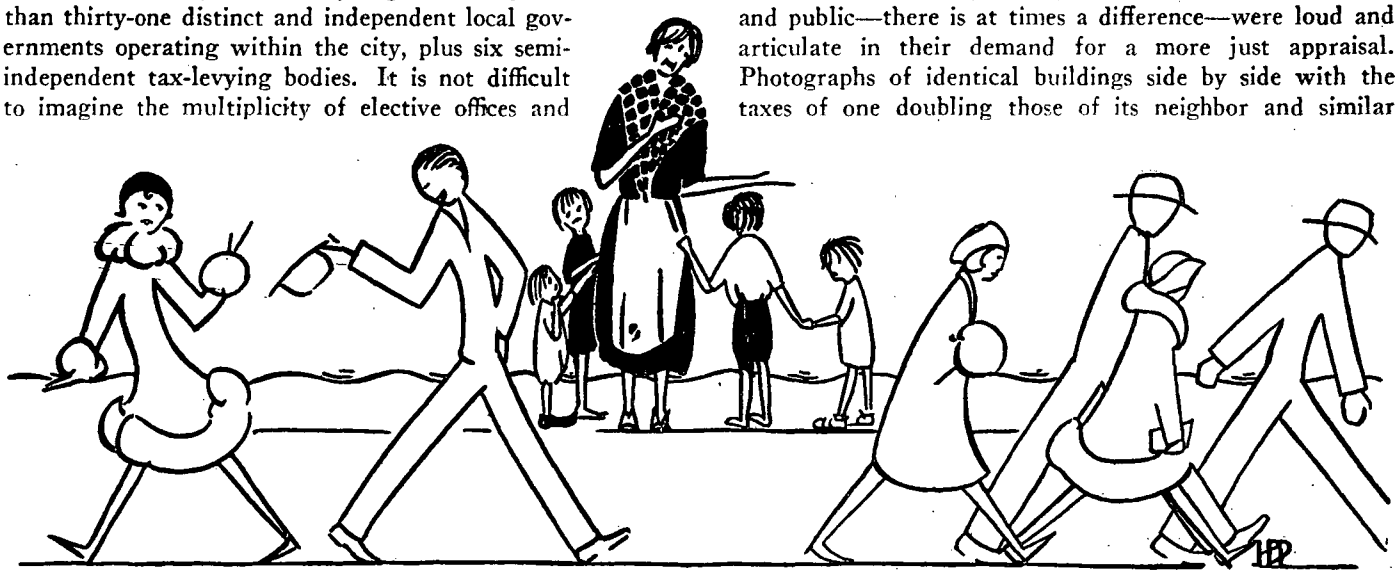
CHICAGO has no cash. Her credit is apparently reaching the vanishing point. We shiver to our beds early off the dangerous streets. Four hundred policemen have been dismissed in a frenzy of economy. We lie on a restless pillow hoping that our houses will not burn over our heads. The city cannot pay its firemen and has cut the force to a dangerous point. Then some Sentimental Tommy "finds a way." We breathe freely once more and begin to look the world in the face. But it is not for long. They are going to close our schools and turn the children on the streets. They must at least, they tell us, make drastic cuts. Education will be cut to the "three Rs." The frills are doomed. Wild telephoning, hastily summoned committes, midnight sessions, delegations from the American Legion, social workers, janitors. A few star chamber sessions, the booming of flashlight powder to add to tension of already jumpy nerves—and again the situation is saved. The school budget is not only maintained, it is increased. We begin to believe that somebody is spoofing us.

But the end of the month comes and there is no money in the tills for salaries and forty thousand teachers, nurses, policemen, firemen, welfare workers, to say nothing of clerks and payrollers, streetsweepers, meter inspectors et al go unpaid. Again Chicago in the headlines, driving the Naval Parley in London off the front pages and lending fuel to the prophets of doom throughout the country. Our body politic is patently sick, putrid. Consulting physicians in pairs and flocks are sitting at her bedside or whispering in the corridors, diagnosing, prescribing, administering stimulants, berating the rival consultants. The figure is mixed. But so is the situation—a perfect mess.

The present crisis is a symptom of a deeper malady that goes far into the whole structure and administration of Chicago and Cook County. To begin with, the complex picture of our city and county organization presents no less than thirty-one distinct and independent local governments operating within the city, plus six semi-independent tax-levying bodies. It is not difficult to imagine the multiplicity of elective offices and the near impossibility of placing responsibility for the expenditure of public funds. The ordinary citizen, if he knows that the public library has its own share of the taxes, is not likely to be aware that this exemplary body is living on a cash basis and has not until the present crisis been compelled to borrow on tax warrants. Nor will he distinguish between the comparatively economic and highly efficient county end of the big granite building that houses both city and county, and the profligate City Hall down the corridor. All are tarred or whitewashed with the same confusing brush.

NOT only during this present crisis but for years, the largest tax-spending bodies of both city and county have been living ahead of their means through the marketing of anticipatory tax warrants. The county appears to have kept well within her legal borrowing limit of 75 per cent of the taxes falling due in the spring of the year ending January 1. Both the city corporate fund and the School Board, according to experts who have examined the available data, have been exceeding yearly the legal limit by overestimating presumable collections without proper allowance for shrinkage and by improper loans from other funds in their care. As early as 1913, $258,500 was paid in interest on tax anticipation warrants issued by the City of Chicago, Board of Education and Cook County. By 1926 this had increased to more than two million dollars, eight times that of 1913. It is now estimated that the total floating debt of all local taxing bodies is at least 125 million dollars. It is, therefore, not hard to find many intelligent observers who are sure that while the crisis may have been deferred, it was certain to have come sooner or later as a result of this installment-plan habit of our city fathers.

The immediate situation was precipitated by another aspect of this very painful subject of taxes. The valuations of 1927 were so clumsily and glaringly inequitable that newspapers and public—there is at times a difference—were loud and articulate in their demand for a more just appraisal. Photographs of identical buildings side by side with the taxes of one doubling those of its neighbor and similar



Drawing by Helen B. Phelps

Mrs. Chicago: "Please buy a tax warrant and help a poor woman feed her children"

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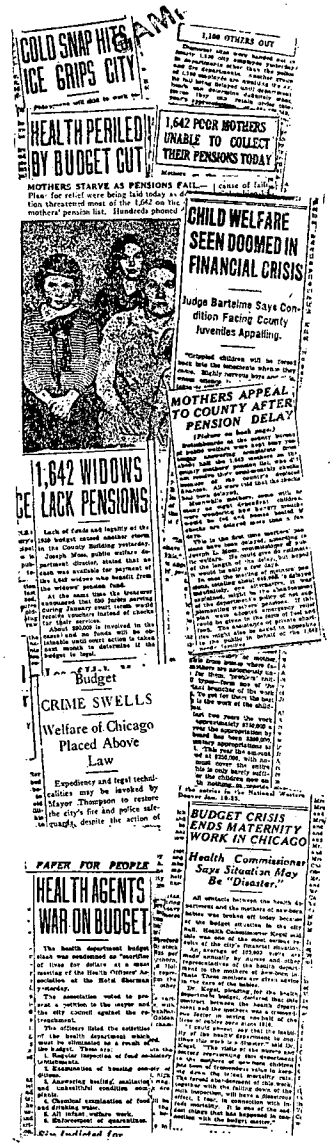
evidence too patent to ignore, brought action by the state legislature calling for a reassessment. This legislation came in the summer of 1928. It was seven months before the machinery actually got under way for this enormous job. It has met with indifference, opposition and sabotage. Tax bills are still nowhere in sight, and none have been paid since the 1927 levy was collected in the spring of 1928. This had been spent in warrants before it was collected. Warrants for presumable 1928 and 1929 taxes have already been sold and those for 1930 are now on the market with no takers in sight. The banks have called a halt. The reassessment has cost the county $816,000 in cash appropriations to date, plus the loss in fees and the interest incident to delays in collection, all of which will probably total nearly four million dollars before the job is finished, if the courts do not sustain objections now in litigation and make the whole procedure invalid.

With the speediest of action one astute student of the situation stimates that it will be 1932 before the collections can possibly catch up. In the end, while the equalization will maintain the total county revenues at about the present income, the city evaluations have been considerably cut with the burden placed more heavily on property which has been taxing itself heavily for home purposes and failing to carry its fair share of the general load, according to the assessors. Which means a good many millions less for the already impoverished School Board and much indebted city. Thus it appears that to remedy one glaring evil, we have incurred almost equally great evils. "I told you so," say those who maintain that the reassessment was unnecessary. The reassessment would have been over had there been speedy cooperation, say its exponents.

Other elements add to the complication. We are living under a discredited city administration. Again and again through their refusal to ratify bond issues, the people of Chicago have attested their unwillingness to entrust the present officials with the expenditure of money. The doughty mayor and his council are not a unit. The county and city are not one. All of which provides Silas H. Strawn and his rescue committee of railway and utility magnates with an excellent opportunity to attempt to spank the boys whom they have in some cases helped to put into office and tell them they shall have no money unless they promise to spend it as they are told and cut out the extravagant living. But the city is bucking, and threatening to sell the warrants in other cities, if not abroad. Who knows when our scrip may appear in the marts of London and King George himself come to the rescue of Big Bill!

I am convinced that in the end the whole thing will prove beneficial and possibly lead to the sort of general stock-taking and reorganization to which any even second-rate business house would resort if it found itself in such a state. It might even prove diverting, in spite of the cost, were it not for certain human factors painfully involved. To begin with, it is no small thing to have over forty thousand wage-earners miss a payday, though they are certain that in time they will get their checks. The Household Finance Corporation, quick to see the opportunities of the situation for its subsidiaries, ran a full page ad. in The Tribune a few days ago, addressing A Statement to the People of Chicago in which they called attention to the desirability of the families without their salaries borrowing at not more than 3½ per cent per month to meet their current household expenses. And the police organization issued notice almost simultaneously that they will not assist in the collection of loans made to their members by loan sharks during this emergency. Still more serious is the actual reduction of staff made necessary in certain departments. The Juvenile Court has cut its force by one-sixth. The Public Library has cut off two hundred employes. Appropriations in the county budget for 1930 call for a general reduction by enforcing two-month vacations without pay. The county Welfare Department reports that they have had no increase in salaries for three years and that the average salary of the rank and file of their social workers is at best $160 a month, a condition which plainly does not tend to attract the best quality of candidates for the positions.


COLD SNAP HITS ICE GRIPS CITY

HEALTH PERILED BY BUDGET CUT

1,642 POOR MOTHERS UNABLE TO COLLECT THEIR PENSIONS TODAY

CHILD WELFARE SEEN DOOMED IN FINANCIAL CRISIS

Judge Bartelme Says Condition Facing County Juveniles Appalling.

MOTHERS APPEAL TO COUNTY AFTER PENSION DELAY

1,642 WIDOWS LACK PENSIONS

Budget CRIME SWELLS

Welfare of Chicago Placed Above Law

BUDGET CRISIS ENDS MATERNITY WORK IN CHICAGO

Health Commissioner Says Situation May Be "Disaster."

PAPER FOR PEOPLE

HEALTH AGENTS WAR ON BUDGET

From an appeal of the United Charities of Chicago, which began 1930 "with practically an exhausted treasury" because of the condition of public finances, the continued laying off of workers by industry, the early, severe and blizzardy weather and the stock market deflation

The various county and city institutions are able to continue operation simply because their creditors are still willing to deliver supplies on credit. The County Hospital, for example, has paid none of its 1929 bills. Public welfare stations continue by grace of the same leniency. Even the employes are able to find credit and live, though some of these have actually applied for public aid. But when checks for the sixteen hundred mothers' pensions were unavailable, the depths of despair were plumbed. These families are in most cases totally dependent on the semi-monthly payments of the pension to meet the bare cost of existence. When the check did not come it meant catastrophe. Measures were quickly taken through private agencies, such as the United Charities and Jewish Charities, to meet the needs of the mothers who came flocking to them, and the county agent arranged for extensions of food, clothing and coal to be made as a loan on order of the court. Where possible, credits were arranged with local grocers, but it was often found that those mothers who had been the wisest buyers and had paid cash at the chain stores found it most difficult to obtain credit from their local merchants. The United Charities, which in 1928 was carrying an appropriation of $2,000 a month for eligible pension mothers on the waiting list, increased this amount to $5,000 a month in 1929 and will now be called upon to meet rapidly mounting calls as the list increases with the inability of the pension fund to meet its calls. More than $100,000 has been pared from the pension budget this year. (*Continued on page* 602)

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Children in a Modern World

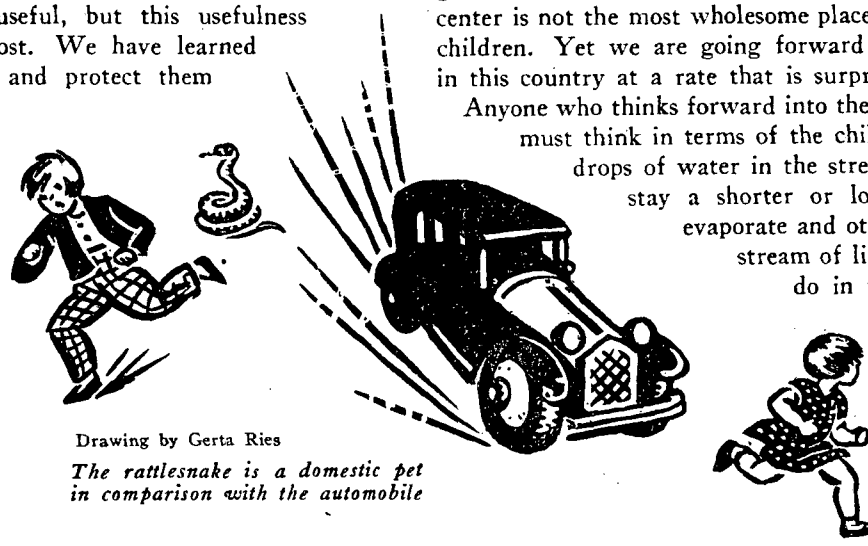
The White House Conference on Child Health and Protection[1]

By RAY LYMAN WILBUR, M.D.

THE ordinary American who is more than sixty years old had a good deal of his training from the woodpile, the cow, the domestic animals, and the chores. The ordinary American woman of sixty was trained at her mother's side in the work of the house and kitchen. When they were children, there was always a chance to get out into the open—skating, swimming, climbing trees, seeing the birds and animals, doing the healthful, normal things of human beings.

But suddenly we have gathered great numbers of our children into concrete and brick cities, where trees have to fight to live, where there is no room for pets, where there are no pleasant things for children to do unless they are especially planned for them. We stick in a park here and there as a sort of afterthought, we have a few playgrounds, but for millions of our children the streets are the playground.

When I was a boy the one thing we feared when we went out into the open country was a rattlesnake. But the rattlesnake is a domestic pet compared with the automobile. Rattlesnakes kill about a thousand persons a year in the United States, but approximately a hundred thousand children will be killed or maimed by automobiles within the next twelve months. We take the automobile for granted because it is useful, but this usefulness comes to us at great cost. We have learned to feed children better and protect them from sickness more effectively than our forefathers did. For the most part modern mothers are better trained. We have fine hospitals for children to go to when their tonsils and their appendices must be removed. But when it comes down to the question of human opportunities for the boy and girl, our industrial structure does not provide them. What will be the effect upon our children of the lack of these things?



Drawing by Gerta Ries

The rattlesnake is a domestic pet in comparison with the automobile

We have attempted to bring all our children under sixteen to the school rooms for a considerable number of hours each day for a considerable number of months, using their eyes and their brains in a certain way. We have made them and many of our adults sedentary in their habits, when for thousands and tens of thousands of years our development has largely been through our capacity to move around, be in the open air and do hard physical work.

We have increased the number of noise-making devices, increased the speed of our activities; we have brought in the moving picture, the radio, the phonograph. Suddenly we have opened the world to the child. We are exposing our youth to an enormous series of influences, and no one yet knows what the result will be. Except to a few favored children, the advantage to the children must come through our action. We are becoming conscious that we have done something to rob our children of their natural opportunities, and we are anxious to see what we can do to give back something in return.

What do we know, for example, about the kind of character that is developing in the American child today under the conditions which we now provide for children? Those of us who have a large university responsibility, have thought a good deal about this question. For the most part we find that the students who come to us are physically competent, honest, clean and square. They think straight and true, though perhaps not in the way we did. We can't help feeling that in some way the children are getting ahead.

But those who come from the smaller communities seem to do the best; mass living gives us the poorest ones that we get. We may be wrong, but we suspect that the industrial center is not the most wholesome place in which to bring up children. Yet we are going forward in the industrial age in this country at a rate that is surprising if not alarming.

Anyone who thinks forward into the future of this country must think in terms of the children. We are simply drops of water in the stream that goes by. We stay a shorter or longer time before we evaporate and others come along in the stream of life. Whatever we may do in the building of health means nothing unless the children who follow us use that intelligently and well. Whatever we do in the matter of good citizenship is of no importance whatever if the things we build up in this country of ours are destroyed because we have not placed in the minds and hearts of our children the right attitudes and the right things so that they will go forward.

Mr. Hoover has had a unique experience in dealing with children. I doubt if in the history of the world there has ever been a man who saved the lives of so many children or who carried groups of children through such great crises as those in Belgium, northern France, Russia, Poland, and here at the time of the Mississippi flood. As a result of these experiences, when Mr. Hoover became president he had in his mind what has been called his child's bill of

[1] From the stenographic report of an address before the Public Charities Association of Pennsylvania, in Pittsburgh, January 15.

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rights, which has been translated into many languages and has found its way around the world.

The ideal to which we should strive is that there should be no child in America that has not been born under proper conditions, that does not live in hygienic surroundings, that ever suffers under-nourishment, that does not have prompt and efficient medical attention and inspection, that does not receive primary instruction in the elements of hygiene and good health, that has not the complete birthright of a sound mind in a sound body, that has not the encouragement to express in fullest measure, the spirit within which is the final endowment of every human being.

That is what Mr. Hoover thinks our children deserve.

Soon after going into the presidency, Mr. Hoover was able to secure a half million dollars to study what is going on in the United States today for child welfare, health and protection. About seven hundred men and women, each an expert in his special field, chosen from all parts of the nation, are working to try to get these facts together. We expect to bring them together late in 1930 in the White House Conference on Child Health and Protection. They will offer not only the facts, but also a practical program to suggest what we should do for our children under modern conditions and how we can do it.

One of the first of the larger committees has to do with child health. It is studying the child's body, the child's mind, the diseases of the child, the nutrition of the child. That will tell us what equipment we have to serve children. In many communities we spend an average of forty dollars a year for a child's education and think we are liberal if we spend forty cents a year to care for his health. Yet a moment's reflection tells us that health is the most valuable thing with which we can endow a child.

Another committee is studying education, including health education, to see whether in the long run our plans are such as to develop the best type of citizens. Others are studying special types of education, that for instance of the handicapped child—not only the obviously crippled child who has lost an arm or a leg, but the more complex problems of the child with a damaged heart, a weak or disturbed lung, the child who cannot handle starch or sugar in food, the deaf or blind child, the child with only a partial mind. What can we do for those? Shall we set them apart in groups? Or can we not arrange to keep many of them with normal children and so not handicap their social development?

We are studying the neglected child, who is the victim and the responsibility of some adult, and the child whom we call delinquent. I resent the latter term very strongly because it implies a legalistic attitude. Most of us would have been in the delinquent group if we had been met at the right time by the right officer. It is wrong to label "delinquent" the normal boy or girl trying the normal adventures of children. One of the keenest sports I ever engaged in was stealing watermelons. The first rule was to work fast. The next rule was to pick ripe ones because it was no fun to carry a big watermelon away and find it green. You had to be sure you had legs that were faster or longer than the man who owned the watermelon patch. These were the normal things of my childhood. But when that sort of adventure is transferred to the city streets it is classed as stealing and you are likely to be stamped delinquent.

Of course there are children who are so difficult to handle that we can perhaps label them in that way, but most of those children will get over those difficulties if they are handled properly. I have learned as a university president to forgive almost everything the young (*Continued on page* 601)

The White House Conference on Child Health and Protection

Purpose: 1. To study the present status of the health and well being of the children of the United States; 2. To report what is done for child health and protection; 3. To recommend what ought to be done and how to do it.

Procedure: Through committees of persons qualified in particular fields: 1. To gather information; 2. To compile the reports; 3. To prepare recommendations for presentation to a general conference to be called when the survey is completed.

OFFICERS

Ray Lyman Wilbur, M.D., secretary of the interior, Washington, chairman
James J. Davis, secretary of labor, Washington, vice-chairman
H. E. Barnard, Washington, director
Edgar Rickard, New York, treasurer

EXECUTIVE COMMITTEE

Ray Lyman Wilbur, M.D., secretary of the interior; H. E. Barnard, French Strother, H. S. Cumming, M.D., surgeon-general; Grace Abbott, chief of the Children's Bureau, secretary

SECTION CHAIRMEN

I. *Medical Service*—Samuel McC. Hamill, M.D., Philadelphia
   - A. Growth and development: Kenneth D. Blackfan, M.D., Boston
   - B. Pre-natal and maternal care: Fred L. Adair, M.D., Chicago
   - C. Medical care for children: Philip Van Ingen, M.D., New York

II. *Public Health Service and Administration*—Hugh S. Cumming, M.D., Washington
   - A. Public health organization: E. L. Bishop, M.D., Nashville
   - B. Communicable disease control: George H. Bigelow, M.D., Boston
   - C. Milk production and control: H. A. Whittaker, Minneapolis

III. *Education and Training*—F. J. Kelly, Moscow, Idaho
   - A. The family and parent education: Louise Stanley, Washington
   - B. The infant and preschool child: John E. Anderson, Minneapolis
   - C. The school child: Thomas D. Wood, M.D., New York
   - D. Vocational guidance and child labor: Anne S. Davis, Chicago
   - E. Recreation and physical education: Henry Breckinridge, New York
   - F. Special classes: Charles S. Berry, Ann Arbor

IV. *The Handicapped*—Prevention; maintenance; protection: C. C. Carstens, New York
   - A. State and local organizations: Kate Burr Johnson, Raleigh, N. C.
   - B. Physically and mentally handicapped: William J. Ellis, Trenton
   - C. 1. Socially handicapped—Dependency: Homer Folks, New York
   - C. 2. Socially handicapped—Delinquency: Frederick P. Cabot, Boston

V. *Public Relations*—French Strother, chairman, Washington
   Aida de Acosta Breckinridge, director, New York

There will be a medical representative on each of the various committees listed under Sections III and IV who will advise their committees regarding the medical safeguards to be stressed in their programs. They will together form a sub-committee under Section I.

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The Experts on Law Enforcement

By KARL N. LLEWELLYN

THE National Commission on Law Enforcement and Observance came under pressure to report on prohibition. They have reported. The report is not final. But they "have reached certain conclusions." These conclusions relate to enforcement only. The commission recommends the transfer of investigation and preparation of cases from the Treasury to the Department of Justice. This makes sense. When investigation and prosecution lie in different hands and under different heads, responsibility and success drop between the stools. But what makes the commission argue that such division is "anomalous?" It is the standard and quite absurd practice of our criminal law in general. The recommendation is good, as far as it goes. There will remain the problem of permits—in the Treasury.

The commission recommends combining the various statutes on prohibition into a single law. At present there are over twenty laws. The commission says the commercialized law-breaker has expert advice on juggling those laws, but that the hurried law-enforcer may miss one, or get muddled at the crisis. This, too, makes sense—as far as it goes. The commission warns against changing the language of the law, to simplify it. This is an interesting commentary on our legal system: neither our lawyers nor our courts can be trusted to take a statute to mean what it tries to say. The commission is commendably realistic—in this minor point. It recommends in terms of what it may expect lawyers and judges to do. It would be interesting to see what it would recommend if it started trying to figure what it might expect bootleggers and consumers to do. But that is not its problem, perhaps.

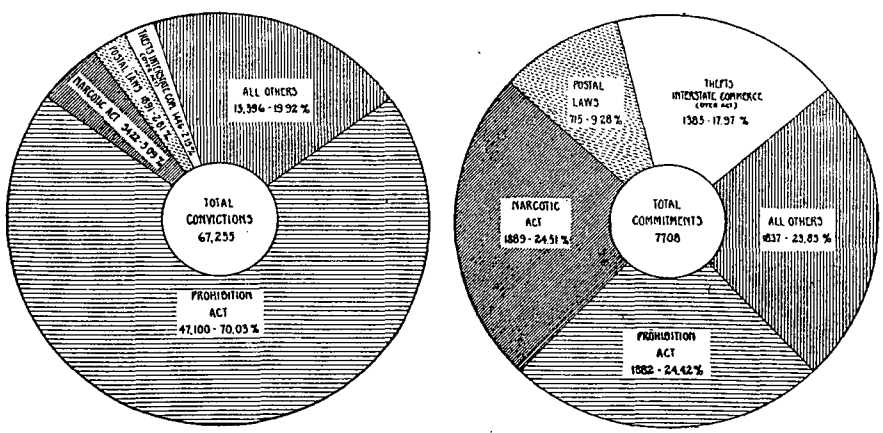
The commission recommends tightening up the padlock injunction, a device to close places "habitually used" in violation of law on the theory that such places are public nuisances. Nuisances can be "abated" by courts of equity. Courts of equity operate without a jury. Law-enforcers often regard a jury as itself a nuisance. The commission proposes its abatement, so far as may be practicable. There is, too, to be said of the padlock injunction, that it may come closer to the person higher up, who may not be on the premises to be arrested. But he is the one who pays the rent. Now it appears that various technical defenses have hampered the use of the padlock injunction. The commission recommends that this be cured. On its own premises, nothing could be sounder. Legal process should be fortified against mere technical defeat.

The cure proposed is feasible. But what of the wisdom of extending this enforcement of criminal law at large without a jury? Such extension, once made, will not be limited to prohibition. Its repercussion comes in other fields. The commission is very unwilling to create more courts, because of consequences. Federal judges have life tenure; we might meet the emergency only to find a flock of unusable judges on our hands when the emergency had passed. No such consideration troubles the commission as to extending the criminal law activities of courts of equity.

The commission recommends that state officers who detect a violation of the federal law be given power to seize vehicles, make arrests, and proceed against the offenders. This imposes no duty on these state officials, but sometimes they are willing to help. Here one rejoices unqualifiedly in the recommendation. Our double system of government should certainly be geared to make cooperation possible. But the commission feels that good sense is not enough in this regard; it buttresses its recommendation by a survey of the few cases bearing on the constitutionality of what it proposes.

CONSTITUTIONALITY features also the discussion of the last and most important recommendation: Liquor cases clog the federal courts, big cases and little cases together. They interfere with reaching other cases, ordinary civil suits. District attorneys have sought relief by "bargain days," at which, against a plea of guilty (which makes possible immediate imposition of sentence) a lighter penalty—chiefly a fine—will be imposed. Even so, there is clogging. The commission stresses heavily the delay incident to waiting for an indictment by a grand jury, and to trial by a petty jury. In the pressure, big offenders sometimes get by on bargain day like little ones. And the commission feels that bargain day does not make the law majestic; the majesty even of non-prohibition federal law may be drawn in question.

What is wanted is to make petty cases move more quickly. It will not do to drop them; the law must be enforced. Perhaps petty cases, like padlock cases, can be made to run off without a jury. But the trouble is the Constitution. It seems to guarantee a trial by jury. But the commission, laboring with the many cases on the subject, believe that no trial by jury is guaranteed for "petty offenses." What is a petty offense? Something, says the commission, which can involve a man *only up to* $500



How Prohibition Swamps the Courts. From a chart by the U. S. Bureau of Efficiency for the Federal Department of Prisons

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or *six months in jail* or *both*; and the jail must be without hard labor. So they recommend defining petty offenses: unlawful possession, unlawful making where no other person is employed, transportation or single sales by persons not habitually violating the law. The commission does not suggest that these matters be removed from the class of felonies under the Jones Law (unlawful possession is not now a felony). The explicit argument is that that would make prevention and arrest more difficult. The petty offenders are to be merely potential felons—at the election of the district attorney. If he wishes not to make them felons, he is to be able to prosecute them, not by the slow indictment, but quickly, by his own complaint. This would speed matters up. Mr. M'Bain says the commission is naive at this point, and does not seem to know about the facts. He says that district attorneys in several districts are doing just this today: prosecuting for unlawful possession, for instance, instead of under the Jones Law, and thus avoiding the need for indictment. Certainly at this point the commission's argument lacks the realism noted above with reference to rewording statutes.

HOWEVER, the commission is saying something. For it proposes that trial for these petty offenses shall not be by jury, but before a commissioner of the district court. One gathers that pleas of guilty would be expected. If the accused does not plead guilty, but is found guilty he is to have power to claim a jury trial. Thus far, I confess to pure admiration for the commission's engineering. I have no adequate judgment on their extensive argument that the procedure would be constitutional. Mr. M'Bain, a member of the commission, observes with much point, that one may expect the Supreme Court to stretch a point at need to ease the pressure.

But what remains is curiously different: if the accused demands a jury trial, says the commission, the district attorney is to have an election to elect all over again, and start after the accused as a felon, by way of indictment. On the constitutionality of this the commission does not enlighten us. Perhaps, of course, its constitutionality is crystal clear. The commission is made up of eminent lawyers who ought to know. To be sure, things as new as this sometimes trouble the Supreme Court. Neither does the commission call attention to the battle-ax this provision places in the hands of the district attorney. Apparently it trusts the district attorney to see it for himself, and to make the accused feel it. "Petty offenses," mind you, by hypothesis. Petty offenses, without a jury: unless the accused demands one. That sounds all right. Do you like it as well this way: six months in jail, without a jury, unless you take your chances on a felony conviction after the district attorney has already decided that your offense was petty only? The draft statute in the report does *not* provide that you must know what penalty the "petty" offense is to entail, before you have to decide whether to claim jury trial and run the risk of being jailed as a felon.

These are the recommendations. On enforcement. They are interesting especially in view of the introductory paragraphs of the report. Those deal with "observance." They say there has been a pioneer Puritan tradition of objection to some regulations, a Whig tradition of a "right of revolution." They say that large-scale public disregard of laws has existed in our past. They suggest that these matters are entitled to weight. Then follow the recommendations on enforcement: "if on no other grounds than to give the law a fair trial." Is this self-contradictory? I think not. I think clearly not. The Whig tradition that will not stand up under effective enforcement of the law is not the kind of Whig tradition that a self-respecting Whig would have to dinner.

BUT the astounding feature is Mr. Wickersham's defense against the criticism of Mr. M'Bain. Mr. M'Bain criticized the last aspect of the report. His counts were numerous. He felt the report had ignored the present practices of prosecuting for misdemeanors when a felony prosecution was possible. He argued that the last recommendation was illogical, in leaving an option of a new proceeding for a felony, as to a petty offense. He argued that this option in the district attorney was a legalization of the very bargaining the commission professed to wish to avoid. Such points need answer, fairly and on the merits. Mr. Wickersham answered: "A few of the principal grounds for attack upon the report call for comment." Mr. Wickersham caught Mr. M'Bain up on one misinterpretation of one passage in the report. One. He then took as an attack what was patently an approval, misinterpreting Mr. M'Bain's language in the same manner in which Mr. M'Bain had misinterpreted the report. He closed without touching on any vital point at issue. "The points above noted are sufficient to characterize" Mr. M'Bain's article. Now lawyers of Mr. Wickersham's skill do not indulge in this issue-clouding, this aspersion on an opponent, this misinterpretation of an opponent's language, except under one condition. That one condition is, that their own case is too weak to be argued on its merits. And a newspaper controversy can take on unfortunate significance.

NONETHELESS, the commission has—in considerable part—talked sense, as far as it goes. One wonders whether to add, as far as it sees. Policy seems, in the main, outside its sphere of interest. There is no mention of Whig tradition in regard to further use of equity to enforce the criminal law, or in regard to bludgeoning "petty" offenders into foregoing trial at all, or trial by jury. There is a sense of administrative efficiency, in details. Is this all we are to have from experts? Where is the analysis of the problem as a whole? Commercial liquor means a market. The market pays. It offers profits, its payments absorb fines and confiscations. And there is a means of pressure on that market. Not by heavy fines nor by jail sentences—who would convict? And by convictions for such matters, one makes martyrs. But a small fine, or a day in jail—and the name of the offender in the newspapers? Are there so many who will face the pressure of pro-law opinion when it is mobilized at them *in person*? "Give the law a fair trial"—how a fair trial of the law is possible until an attempt is made, sanely, to choke off the stream of money that fills the market, I do not see. What could remain, might well prove manageable. *More* manageable, it would certainly prove. What chance has public opinion been given to help enforce the law? But above all, such a policy would go to heal our sluggish sense of public duty. *It would reveal the Whigs.* And if there be one thing we have need of, it is they, and to know who they are, and to let them know each other. Whatever the issue. But such a view would seem too broad for the commission. Or was it, perhaps, only politically inexpedient?

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Old Age Relief a Case-Work Job

By M. FRANCES WARREN

IN our interest in some system of pensions for the aged we must not lose sight of the fact that the real and continuing need is for a case-work job. There is plenty of evidence in the experience with mothers' pensions, in the care of dependent children and other forms of public and private social work that the supervision of trained workers saves many times what it costs. So far, however, the effort to get the too-little appreciated facts of old age dependency before the public has put too much emphasis upon the need for money, real and fundamental though that is, too little emphasis upon the number and complexity of the services that must be brought to the aid of dependent old people if their problems are to be solved in a way that will be of real assistance to them as individuals and at the same time prove economical and effective from the point of view of the state or other administrative body.

During two years and a half of daily contact with more than a thousand aged men and women at Farm Colony, New York City's almshouse on Staten Island, I had an opportunity to see how many and how different are the difficulties of the people whom we lump as "aged dependents." More than half of the group were between 56 and 75 years of age; 188 were between 75 and 100; 31 were less than 56 years old, and about 200 could not tell their correct age. Some 130, or about a seventh of the whole group, were professional men and women or had owned their own businesses. About a third had definite trades which they had abandoned because of illness and infirmity or the introduction of machinery. Slightly more than a half had been unskilled laborers, odd-job men and women. During all the time I visited the almshouse daily not one of these old people ever even admitted the possibility of ending his or her days in there; all believed that somehow, sometime, something would happen to make it possible for them to leave. Yet what would have been their chances outside?

A small group, perhaps ten per cent of the whole—were there almost by accident, and should not have been received at all. They had lost their jobs because they were considered too old, or had been sick or injured and had no place to go for convalescence. With a little financial aid and friendly counsel at the time of the emergency they would have continued independent for at least a time. As it was, they had drifted into the almshouse for lack of something better, and, finding food, clothing and shelter there, some of them had stayed. Most did not, which accounts for their small number.

A much larger group—about a third—were men and women of more than fifty whose mental and physical rating was "fair" but who were classed by industry as beyond the age for maximum production. They were not considered hospital cases, but most of them were handicapped by impaired sight or hearing, a heart weakness, chronic rheumatism, or the like. Not quite half of them kept in touch through the social worker with relatives, friends, or former employers. They did some reading and enjoyed the concerts and the regular weekly movies. Most of them carried on some work in the institution—as a rule that which they had done outside—or were engaged in the occupational therapy classes. In the spring many asked help in finding a job outside at the beaches, in summer hotels or market gardens, cleaning lawns, running errands, carrying signs on the streets. With barely a living wage they could save little, and in the fall, the job ended, they would come back. Occasionally a skip of years between re-entrance dates would show a determined effort to maintain independence. Each year the fight for a season of independence became a little harder till one spring they would fail to come for the pass, ignoring it silently or offering pitifully transparent excuses.

Many of these old people would have preferred to go into the home of a son, daughter, relative, or friend. They could not do this, they said, because of financial conditions there, or sickness, or friction. With a little money from a pension it might have been arranged, or they could have gone as a paying guest to carefully selected and supervised boarding homes. Others wanted to lead an "independent life" and talked of a home for the aged where one might have a room of one's own, where possibly one could cook occasionally and wash and iron one's clothes, and do work inside or outside the home to supplement any allowance that the state or city might accord. This is a group who could be supervised usefully by social agencies, fraternal orders or churches, enabled to keep a little longer the "privacy" and "respectability" which they so desire.

Poor Old Man. Drawing by Willibald Krain from Kunst und Leben, 1929

Out of the thousand and more old people in Farm Colony, approximately 175 would have been capable, I believe, of administering a pension or other "outdoor

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relief" living alone in rooming houses or men's hotels or in the home of a relative or friend as a paying guest. Many of these could do considerable work to help support themselves if jobs were found for them. A slightly larger number, 194, could live comfortably and happily in well supervised boarding homes or in homes for the aged, if they had the necessary funds, and some could do some work to supplement the pension. But a far larger group, more than half the whole population of Farm Colony, never again would be able to take much, if any, responsibility in administering a pension. They would be far safer and more comfortable in hospitals for the chronic sick or in an institution.

A SMALL percentage of these are feeble-minded, repulsive to the other residents with whom they must eat and sleep, and are in an almshouse because the institutions to which they should have been sent are overcrowded. Others are senile or definitely sick in mind and body. They have been good citizens and parents, and they have fought their fight; now they want to rest, and they should have care in hospitals organized for the care of the chronic sick apart from any almshouse connection. Into this group will come eventually many of those who now would be able to carry on by themselves or under supervision outside an institution if they had a pension. The remainder, perhaps about 22 per cent of the whole population at Farm Colony, are a definite almshouse group. They are the ones who are abusive to those less fit physically; who try to "pan-handle" from visitors at the colony whenever they have a chance; who have repulsive personal habits and resist all standards of cleanliness. Often they have life-long habits of alcoholism, and sometimes prison records. Society should be protected against them, and they will, of necessity, continue to need custodial care in an institution.

A close and intimate acquaintance with old people now in an almshouse opens up some of the complexities of the problems of the relief of the aged which must be considered in the working out of any pension plan. If my experience is duplicated elsewhere, it shows that many people now there should never have been sent to an almshouse and should not be forced to spend the rest of their days there. It is absurd to believe that there is a present almshouse group, and a different group outside who might more properly be the beneficiaries of pensions. No one simple program will provide a solution for the problem as a whole. Pensions will be the means with which to work, and for some old people for a time a pension may be all that is needed. Eventually even these will require the skilled supervision of trained workers to protect and guide them. From the beginning to the end the relief of the aged must be a case-work job.

More Hospitals for Veterans?

By A. W. McMILLEN

THE Rogers bill, which provides an appropriation of $14,000,000 for the construction of new hospital facilities for World War veterans, was recently passed by the House of Representatives without a dissenting vote. The Senate increased this amount to nearly $16,000,000 and the President affixed his signature to the amended bill a few days later.

The funds thus made available for construction are expected to increase existing hospital capacity by 5,000 beds. According to Frank T. Hines, director of the Veterans' Bureau, about 1,700 ex-service men are now awaiting hospitalization. The appropriation therefore looks toward an increase in the demand for care.

This information will give pause to those who have watched the successive enactments for veterans since the close of the war. The veterans' organizations have made insistent demands in behalf of their disabled comrades. Congress and a public that vaguely desired to "do the right thing" by the ex-soldier have been disposed to accede to these demands. Hence most of them have been granted. There is every reason to believe that generosity and a ready sympathy have been the dominant motives of those who have insisted upon more and bigger hospitals. The supporters of these successive measures have desired only to see substantial justice done to the unfortunate group of men who make up the class of war victims. But, conceding the soundness of the motives, a question may legitimately be raised as to whether the actions of the veteran organizations and of Congress have been as wise as they have been generous.

There is a deadly concreteness about institutions that apparently exercises an irresistible fascination. Even today it is the rare donor who would not rather erect a tangible, imposing orphanage than to set aside funds for boarding dependent children in foster homes. Brick and mortar are permanent and obvious. They are a constant reassurance that one has done his duty. Have the veterans and their friends fallen into this old error? Has their zeal blinded them to the limitations of sticks and stones? In the long run, will their efforts prove a benefit to the veterans and to the country?

SEVERAL considerations must condition the answer to these questions. In the first place few would deny that care of the sick is a distinct function, not to be confused with domiciliary care. When the attempt is made to combine domiciliary care with hospital care, both groups of beneficiaries suffer. The resulting confusion and distress have been vividly described by Sidney and Beatrice Webb in the picture of the general mixed workhouse set forth in the Minority Report of the Royal Commission of 1909 on the Reform of the Poor Laws in England. County almshouses in this country have frequently provided a closer view of the sick disturbed by the sturdy poor and the poor disheartened by the constant sight of illness.

Undoubtedly nothing is further from the minds of Congress and the supporters of the new bill than to create institutions that even remotely resemble the old style almshouse. But can they be sure that they are not actually doing so?

Those who have been closely in touch with veterans' hospitals must have been impressed with the fact that they are not like other hospitals. They have good equipment and able staffs—but they are different. No one would ever mis-

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take them for "civilian" institutions of the type of Michael Reese in Chicago or the Buffalo City Hospital. The difference lies in the character of the patient body. Large numbers of them are not sick in the same sense as patients in other hospitals. A large proportion of the cases are "ambulatory." This does not mean that the men are able to work nor does it signify that they are not in need of care. On the contrary, the vast majority suffer from conditions that require some kind of attention. But in many instances it is doubtful if hospital in-patient treatment is the type of care that is necessary, economical, or socially desirable.

IN recent years out-patient services have become an increasingly familiar feature of American life. If John Jones, a low-salaried workman, finds himself ailing, he stays home from work for a time and goes to a dispensary for advice and daily treatment. But if John Jones should chance to be an ex-soldier, he is sent to a government hospital. If his illness is not serious, he may spend only the normal eight hours in bed. In that case his mere comings and goings during the day may easily disturb ward-mates who need the protecting quiet of the sick-room.

The real disturber, however, is not the man who needs two weeks' or a month's care. The troublesome beneficiary is the man with a disease that should have months or even years of medical supervision. Often such conditions "clear up" temporarily, or at least improve. The patient then becomes, to outward appearances, a well man living in a hospital. He is not, of course, actually well, but he may be able to foster many of the interests and diversions of well men of his own age—sometimes even to the extent of indulging in the milder forms of athletics.

When considerable numbers of such cases collect in a hospital, it rapidly takes on many of the characteristics of a domiciliary institution. Contacts with the near-by communities flourish and the number of daily visitors increases. The men gather their possessions about them. Their bedside tables and their lockers groan with a miscellany that rivals the traditional pocket of the school-boy. Often an intramural newspaper is started and a sort of esprit de corps arises that manifests itself in ward picnics or inter-ward contests in checkers or cards.

All this must be distressing to the man who is bed-fast. Although an effort is made to segregate the "terminal" cases from the ambulatory, a certain amount of overlapping inevitably occurs. Moreover, the spirit of any institution tends constantly toward the level of its dominant tone. The free-and-easy tenor of the ambulatory wards induces almost certainly a relaxation of hospital discipline in the wards where the most serious cases are housed.

The picture must not be overdrawn. There is reason to believe that good medicine and skillful surgery are practiced in these government hospitals. Patients are cured and sent home. The condition of the diseased and the handicapped is ameliorated. The point is that much of this care could be more effectively given in out-patient departments or in the patients' own homes. The need for the treatment is not denied. Only the wisdom of an almost unrestricted use of hospital care is questioned.

This entire question has a bearing upon another social problem with which it may at first seem to have no real connection. The movement for old-age pensions is at present in its infancy. It should not be prejudiced some years hence by the discovery that a large number of institutions should perhaps be put to wider use. Institutions, once erected, die hard. The homes for orphans of Civil War veterans attest that fact. It would be distressing if twenty years hence veterans should be forced to enter institutions merely because the institutions exist. The building of large numbers of hospitals easily convertible into "homes" may create precisely that situation. The old argument in favor of institutional care will weigh heavily against the sponsors of the pension system if a string of institutions already in existence is crying to be used.

There is reason to believe that President Hoover senses the dangers inherent in the hospital-building program. When he signed the recent bill providing for the pending expansion he announced that the whole subject of further increases in hospital facilities would be studied by the medical council of the Veterans' Bureau.

FEW would question the President's wisdom in directing that a study be made. The inquiry should not be lodged, however, in the Veterans' Bureau. The whole problem should be investigated by an independent commission composed of physicians and social workers. In matters affecting ex-soldiers, the veteran organizations have usually insisted that ex-soldiers should constitute a majority of the planning or fact-gathering bodies. The theory is that no one can understand the veterans' problems as well as the man who has been through the war. It would be as logical to assert that the best fire chief would be the man whose house has burned down. A commission to study the hospital needs of veterans would need primarily not the class-consciousness of comrades-in-arms, but the skill, experience, and practical vision of social and medical scientists. If, in addition, there seemed need of closer touch with the realities of war, it would be possible to find both doctors and social workers among the population who are themselves honorably discharged veterans.

But the make-up of the committee is not the point I wish to stress. The important issues are the welfare of the veterans and the long look forward in the development of the social services of the country. Before more money is spent on brick and mortar, a careful study of less obvious methods of treatment should be made. It is short-sighted philanthropy that inures men still in their thirties to the Circean routine of a domiciliary institution. Before exposing veterans to situations that might make "inmates" of them, a vigorous effort should be made to devise other means of giving them adequate care.

From Kunst und Leben, 1929

Old Man's Home

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Executive Jack-of-all-trades

By PAUL L. BENJAMIN

A FRIEND of one of the new type of high-powered, efficiency-plus executives in social work told me this incident about him, interlarded with many a chuckle at his expense: "One beautiful Sunday afternoon we were riding through the country. Suddenly, the automobile came to a dead stop.

" 'I guess we are out of gas,' said I.

" 'Oh, no,' he replied, pulling a notebook from his inside pocket and thumbing it over quickly, 'my automobile schedule tells me that the car won't need gas until tomorrow afternoon.'

"'But it won't go!'

" 'Must be the engine.' He proceeded to get out, lift up the hood and tinker with the various thingamagigs.

"Meanwhile I slipped around and peeked at the gas gauge —and sure enough, we were out of gas!"

This new brand of executive in social work, who is as familiar with Leffingwell's Office Management and Tead's Personnel Administration as the old stamp of executive was with Henderson or Devine or the Webbs, is indicative of a sea-change in the whole breed.

As I write, squirming and gesticulating in the twin cups of the scales are the old and the new; the new, the young executive who has emerged during the past five or possibly ten years, a college man (or woman) and often a school of social work graduate, a skilled technician to his fingertips; if he is in the social case work field, he knows what should be the psychiatric content in family case work, or the value of the telic as contrasted with the intuitive technique; if in a community chest, the extra money-pull of letting people designate their gifts; if in the recreation field, he will discuss eruditely (and reconditely) the value of adult recreation in changing patterns of behavior. In some ways he reminds me of a surgeon I know whose delicate, tapering fingers can perform a difficult operation with the deft precision of an artist, but who has scant concern for the high cost of medical care.

IN the main, he is a conciliator, a man who takes pains not to stir up needless antagonisms, or run afoul of the prejudices or tempo of his community. He is not to be censured entirely for this. Men are kneaded by their jobs, by their associates, and by the subtle forces which play upon them. Social work has largely moved out of the pioneering field; it has become a huge, complex institution with its community chests, its councils, its research and publicity staffs, and its multiplicity of specialized organization. In New York City, for instance, the Welfare Council has plans drawn for a Temple of Humanity, a skyscraper vieing with the Chrysler or Woolworth Building. Parenthetically, of course, so soon as social work, too, gets an institutional "set" and abuses develop, then will some of us, in Don Quixote fashion, have to tilt lances against them. To change the figure, the executive today tends to become a cog in a robot-like machine, similar if you please, to a junior executive in the Steel or General Motors Corporation, who must think with his group and act with his group. Too great independence of speech or thought or action encounters a social pressure which eventually bends him to its will.

> . . . there is a growing habit among us of looking with doubt upon those who desert the beaten track. Babbitt is King; and we live increasingly a life in which conventional uniformities of conduct can be deserted only with danger. There are ideas everyone is expected to hold. There are books everyone is expected to praise. There are ways of life which correspond to every grade of income. . . . To deviate from the norm is to risk the mark of Cain. It is disloyalty to clan or creed, to state or class.

BUT the older executive (many of whom, praise be, are still in harness) was of a different sire. Born and cradled in the whirlwind of social ideas, long before the term "tired radicals" was minted, it was a part of his heritage and tradition to sound a "bright, brazen challenge." Jane Addams from her "coign of vantage" at Hull-House; Julia C. Lathrop, and the searching studies of the Children's Bureau; Owen R. Lovejoy and his joyful zest of combat in behalf of child laborers; Alexander Johnson, apostle of the rights of man; Florence Kelley, doughty warrior for the common good—what a spangly company they are—with courage couchant upon their shields.

But they, too, I believe, were largely the product of their time. They were the social pioneers, the social explorers, the Daniel Boones of their day as the new executives are the social engineers, the Herbert Hoovers of a mechanical age. The Jane Addamses came into a world in which everything was not ordered and organized. They could draw about them, magnet-like, folks who had caught the contagion of their personalities and ideas and had implicit belief in their leadership. They did not have to consult half a dozen committees before they could attack the corner brothel, the loan shark sucking the blood of wage-earners, or the dance hall, run by a procuress of girls. The whole town could threaten and cajole, but so long as a staunch band believed in them and supported them, they could march down the avenue with their fanfares blowing and their audacious banners aloft.

Another element in the metamorphosis is that social work is passing through its adolescence into professional adulthood, with all the benefits and defeats incident to such growth. The American Association of Social Workers, the national professional organization, has chapters flung across the continent. Here and there societies are refusing to hire persons who are not members of it. Its standards of admission are becoming more and more rigid. Its various studies and publications are rapidly becoming almost classic in their fields. This sense of professional solidarity soon pervades the sphere of the executive. If he joins the charmed circle he is no longer an executive per se, but just a member of a professional chapter, the president of which may be a sub-executive upon his own staff. If he remains outside the circle, the robust thinking of the group passes him by and leaves him stranded,

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a Robinson Crusoe on a deserted isle. Only the myopic executive does remain outside. Nevertheless, when he submits his demon to the group, he is pledged like Faust forever more.

No longer is he an arbiter of his own professional affairs. A committee of the local chapter may make a study of training for the social agencies, of which his is one, and bring in recommendations. Since the leader "is a function of the group and is more often controlled by the group than by the leader," he finds his decision springing from a group decision. It is thus no longer an executive one.

Concomitant with this development is the increasing participation of staffs in the affairs and indirectly in the policy-making of the organization. Cabinets, composed of department heads, workers' councils, and even staff representation on the board are indicative of this new sense of joint control.

This evolution places an added stress upon the executive. Not only must he know the details of his job but he must also have an understanding of cooperative processes and be able to help mold and shape group thinking. He must be able to put together the pieces of the mosaic of staff, professional group, board, welfare federation and community. This demands leadership, of course, but a different kind from that of the pioneer.

One Day's Log

Morning

Read mail and dictated.
Interviewed man for vacancy on staff.
Conference with case supervisor concerning some organization policies.
Conference with supervisor of southern district about several difficult situations.
Made final arrangements for a new district office.
Went over with head janitor repairs needed in social service building.
Conference with the executive of the Children's Bureau.
Went over the financial condition of the society with the bookkeeper.
Finished work on the organization's budget for the next year.
Phone calls:
Had eight phone calls, including:
1. Executive of the Community Chest.
2. One of the secretaries of the Board of Trade concerning a day nursery study.
3. Secretary of Social Service Exchange concerning plans for Christmas.

Noon

Had lunch with the chairman of the Case Work Council and discussed the employment situation with him.

Afternoon and Early Evening

Prepared a memorandum for a meeting with executive committee of the chest.
Conference with representative of woman's club concerning a school study.
Talked with executive of the Jewish Bureau for Social Service.
Met with the director of the U. S. Employment Service and a committee to discuss an employment bureau.
Went with a committee of the board to wait on executive committee of the chest to discuss the serious relief situation.
Talked with the chairman of the building committee.

Part of a Week's Grist

Preached in a down-town Presbyterian Church.
Engaged new offices for a district.
Analyzed the financial condition of the society.
Prepared docket for executive committee and attended meeting.
Had lunch with the head of a large employment agency.
Had lunch with the executive of the Community Chest.
Taught a social service class.
Wrote newspaper stories.
Presided at a staff meeting.
Attended a number of committee meetings.
Discussed case work policies with the case supervisor.
Attended a district committee meeting and spoke at it.
Wrote an article for a professional magazine.
Several conferences with the president of the board.

In constant conflict with this process is the Employer Psychology. Many social agency boards hire an executive for a corporation; men of action, "motor minded," they expect results. The head of a large steel company, president of a family society, laid down the law with considerable asperity to the executive when he learned that certain policies were being discussed with the supervisors. "Your job is to run this organization," he said, "and we expect you to give orders and not to take them."

What was the bewildered executive to do, caught between the millstone of this Employer Psychology and the demand of his fellow practitioners that they have some share in decisions affecting their work?

Indeed, the time has come in social work for a searching analysis of the differences between a social agency and a factory or business; the former is a social organism with its own peculiar nature and attributes. Its purpose is not to turn out buttons or chewing gum or radio tubes. Its product is a human one, evocative in its making of the skills of physician and priest, scientist and business man. To his task the board member of the future must bring a different measuring rod than the slide-rule of his bank or factory.

UNFORTUNATELY, many social work executives have become infected with this Employer Complex (and woe to them when it comes in conflict with other forces I have mentioned). Sometimes, the pressure of the job itself drives a man to become a pettifogger or an autocrat. Like the college dean, he may start out as a pretty decent chap but end up as a petty tyrant. I have in mind a young, eager fellow in his first executive job, determined to have democratic procedure rule. Meticulously, he took all important problems before his "cabinet" of department heads for consultation. One of them, a woman with a pinchbeck imagination, in distress went to the president of the board. "He doesn't know his own job," she complained, "and so he has to ask us what to do." That experience and the threatened loss of his job almost made him a martinet.

However, I am convinced that the death knell has sounded for the executive who endeavors to rule by the divine right inherent in his job. Instead, the test is that of leadership through ability and not authority, his "social stimulus value" and his own "social effectiveness".

Another characteristic of this change is that the social service executive is expected to be a jack-of-all-trades, to be all things to all men. He must be able to turn the trick

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of a good newspaper story, speak crisply and entertainingly before the Rotary Club, discuss profoundly the American Family before the Faculty Club, present clearly in terse business terms a budget before the Budget Committee of the Community Chest, teach a group of his staff in case work or community organization, participate intelligently in countless committee meetings (we believe, somehow, that salvation comes through luncheons), answer a phone call at midnight (as I did several days ago) from a woman who wants to know what to do with a bed-ridden man in an almshouse in a neighboring county, be up-to-date in the literature in his field, be an active member of several "key" organizations, keep a competent staff recruited in spite of competition of higher salaries elsewhere and juggle a half-dozen committees successfully. To him the telephone has become a diabolical instrument from which he can never escape. If in desperation, he runs away to the country for a week-end to rest his jangled nerves, he is criticized for being away from his desk. A paragon of all the virtues is demanded for the price of a buyer in a department store. Rolled into one bundle he must be technician, organizer, promotion expert, journalist, public speaker, business man and social statesman.

DOES this social work executive have qualities in common with other executives, or is he a creature of another strain? Donald A. Laird, director of the Colgate Psychological Laboratory, in the October issue of Forbes, gives the results of an intensive study of the qualities making for a successful business executive. They are:

. . . the ability to impress others as having self-confidence; skill in placing and organizing routine and directing subordinates; success in stimulating the interest of associates in their work; willingness to take over responsibility and ability to carry it; and speed and soundness in reaching new decisions.

In one of the Administrative Bulletins sent out by Elwood Street to a selected group, this question was asked: "What are the most important executive skills or techniques that a social executive should possess?" He summarizes the gist of replies as follows:

Knowing his own job as executive; skill in interpretation; knack of delegating work; sound judgment; willingness to change his mind; analytical power; organizing ability; ability to supervise work of others; leadership in relation to board and staff; tact; fairness; planning ability.

Robert W. Kelso, speaking at the annual dinner of the Montclair Council of Social Agencies (as reported in Better Times) declared that the social service executive

. . . should be of the social engineer variety, but with the average executive that is a good deal to expect. This is true, however, he is not hired as an errand boy, to confine himself always to details. He is employed for his brains; his greatest task is to initiate plans and policies. It is not enough that he should be busy with the day's work; he must be constantly reading and conferring with others who have something of value to give him. In this field of social work one must keep thinking all the time or he is out of date. A good executive keeps his mind working on basic problems; the mind not used gathers rust faster than old iron.

But I would go even further than Mr. Kelso. Here and there are men and women who resist the corrosives of modern life; its regimentation, its eternal busyness, its nervous appetite for luxury and change. There are executives who have the luminous qualities of leadership in a complacent world, who have the imprint of social statesmanship as well as social engineering. They are all too few. They see beyond the confines of a specialized agency in a complex social machinery. They see the problems and perplexities of commercial living in a geared-up American city.

Such leaders, I believe, have the ability and the vision to aid us bridge the chasm from the old to the new—to unite for us the best which technique and training and skill have to offer with the eternal verities of justice, truth and beauty. They can help us resolve the seeming conflict between freedom and independence of action and the cooperative machinery so characteristic of modern social work. It is here we can turn for guidance to John Dewey, probably our greatest living social philospher, who "relies on the two principles of freedom and cooperation" as the buttresses of democracy.

With all my diatribe, the social work executive does not ask your pity or admiration, but rather your envy. I recall the words of a president of a welfare federation, a man of large means and one of the most stalwart and most socially-minded men I have ever known: "Benjamin," he said, "I'd change jobs with you in a jiffy if I could. You are hammering away at the biggest job in this universe—the building of a more decent place for men and women and children." In the words of John Dewey, "shared experience is the greatest of human goods." The earnest social work executive holds in his hands, day after day, the plastic stuff of human life and human destiny.

The Girl Who Looked Too Much at the Clock

By PAULINE LEADER

IT was the fall day when school reopened but she did not go back. School was over for her. She had been told to go out and get a job. She was old enough now to work and give money for her board, as her brothers and sister did.

She walked along the street. That wasn't the way to look for a job, she knew, but nevertheless she kept on walking. She could have gone to the factory where her sister worked and got a job there easily enough. Her sister had wanted to take her with her this morning but she had refused, remembering a day when she had brought her sister's lunch to her factory. The factory was a long room with machines so close together that the girls had to squeeze themselves to get out. She had been made to wait until the lunch-hour. The foreman had not permitted her to get to her sister nor her sister to leave her machine. It was against the rules, he said.

Her wait had not been more than half an hour, but it

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had seemed hours. No clock, no friendly clock whose big hand went down-down and then up-up so often that the little hand was shamed out of its laziness and moved too. No clock in this awful place so that one might know if time was moving or standing still. She felt as if she were choking a little. She would never work here.

Walking along, she remembered all this. She was not sorry to have refused her sister's offer, even if it was a steady job.

It was almost noon and she was hungry. But she could not go home; she could not go home and tell them she had not found a job yet. She had done that too often.

Because she was hungry, she started to stare in the windows of all the cafeterias she passed. If only she had some money—but there was only a dime which must be kept for carfare. She had taken a lunch with her but she had eaten that long ago and now she was hungry again.

In one cafeteria window was a sign: Dishwasher Wanted.

She was fourteen, but she looked eighteen. They were always telling her so at home. She went in and got the job. The boss had hesitated, kept looking her over, but he had finally said, "All right." It was noon and he needed a dishwasher right away. The dishes were piling up, the dishwasher having walked out five minutes before, after a fight with the cook. He refused to peel potatoes any longer for the cook; that wasn't his job, he was a dishwasher, he said. The cook said he wasn't going to peel potatoes; that had always been the dishwasher's job.

THIS kid, the boss thought, looked as if she would do as she was told. It was a place run by men entirely, but . . . And he could offer her less than he would dare offer a man. The dishes were waiting for her. He took her in back and gave her a soiled apron discarded by a waiter and she tied it around her. Then, although she had washed dishes all her life at home, it seemed that they were washed differently here. He showed her how, and when to turn off the dirty water and let the fresh pour in. She learned lots of things.

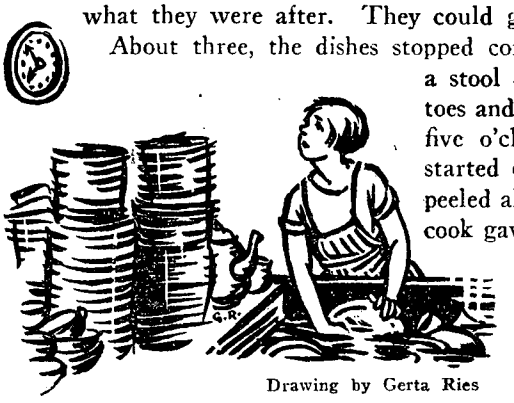
After a while it seemed as if she'd never done anything except wash dishes and never would do anything else. Her arms ached. Her hands were blistered from continuous dipping into the pot of lye soap under the sink.

Nobody paid any attention to her. She didn't have time to pay attention to anybody. What time was it? She looked around for a clock. Yes, there was a Big Ben hanging by its ring from a nail. Only two o'clock. Maybe the clock had stopped; but no, the big hand was moving even while she looked. She was hungry. She had forgotten it, but now she felt hungry again. The noon rush was over, for the pile of dishes was mounting less quickly.

The boss came in and told her to eat now. He said something to the cook. The cook gave her a plate filled with meat and vegetables. It was better than anything she had ever had at home. She sat on top of a barrel and ate it. Afterward she went back to the dishes. Besides the new dishes, there were almost a hundred breakfast egg glasses filled with water and set aside to be washed now. She bent over the sink again and drained out the greasy water. Then she filled it with clean water and put in a handful of soap. Her arms were a permanent red now to the elbows.

She ached all over. She kept stealing glances at the clock. If she kept looking too often she would be fired, she knew. Her brother, a lazy-good-for-nothing her father called him, had been fired often for that reason. A waiter brushing against her, pinched her arm. Then another. They hadn't paid any attention to her during the rush, but now they kept looking at her. She wouldn't look at them. She knew what they were after. They could go to hell.

About three, the dishes stopped coming. The cook put a stool beside a sack of potatoes and gave her a knife. By five o'clock, when the dishes started coming again, she had peeled almost all of them. The cook gave her something more to eat and then she went back to the dishes.



Drawing by Gerta Ries

All the time she kept watching Big Ben. She'd met the cook's eye more than once as she looked at the clock and she knew he was watching her. He would tell the boss. Nobody trusted anyone here. They were all saving things up about one another to tell the boss. Everybody spied on everybody else. She hadn't been here long but already she had caught the feeling of the place. If the cook saw her watching the clock again, he would tell the boss. She would have to be careful. Careful, careful, careful her heartbeats said.

At seven o'clock the night dishwasher came and she could go. Seven in the morning to seven at night for fifteen dollars a week. At home she was treated with respect. She was earning money now. An hour after she came home she went to bed, dead tired.

In the morning it was as yesterday. She tried hard not to watch Big Ben, but she couldn't help herself. Seven o'clock, seven o'clock—would it never come? Her back would break in another half-hour. They said after you got used to a thing it wouldn't be so bad. They were damned fools.

THE cook was making her do things that were part of his job. She hated him, with his fat greasy face. She was afraid of him, too. She never went down to the cellar where the lockers were without a fear that he would come after her. And he was going to tell the boss about her watching the clock because he knew she didn't like him. If she were fired—but she had to stay. Pa would act awful if she lost her job. He thought it a good one even if the hours were long. What were the long hours to him? He didn't have to live through them.

The clock. It wasn't just watching for seven o'clock to come around. It was more than that. The clock was a friend, the only one she had in the cafeteria. It helped her, it made her work faster for after a look she returned to the dishes with renewed life. A look at the clock was like taking a wonderful drink—a drink that banished your tiredness, that straightened your back. Damn the cook! She'd look at the clock all she wanted to.

But the next morning when she came to work the clock was gone. The cook was grinning at her. He thought it a good joke.

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My Hobby is Hobbies

By ERNA D. BUNKE

Decorations by the Author

WHEN a person starts out on a sunshiny day to wander down a trail marked "Hobbies," most anything can happen. I wrote a personal, questionnaire type of letter to one hundred business men, college men and women, social workers, school teachers, clerks, recreation executives, farmers, lawyers, doctors, artists, writers, ministers, cartoonists, newspaper men, married women holding outside jobs and married women keeping house. From these one hundred people came ninety-seven replies! That shows pretty clearly the genuine appeal of the subject.

I had hoped that a summary of my ninety-seven letters would give me a list of very definite hobbies in order of their popularity, and would show whether there is any connection between jobs and hobbies. It proved a difficult task. Nearly everybody had more than one hobby, and even those who started out with, "I'm sorry to say I have no hobby," ended up by mentioning two or three very definite ones. Some people who do mental work all day have hobbies which require strenuous mental effort, and others who work in the fields or at hard factory labor choose physical sports for their leisure-time activities. Hobbies are as unaccountable as their riders.

In the adjoining box is a list of hobbies, taken from the ninety-seven replies and classified roughly into three groups. Many of them were mentioned more than once. The majority of people showed such keen interest not only in seasonal activities, but in studying, reading and talking about them between seasons, that it seems justifiable to include them as real hobbies.

Of all hobbies, travel and outdoor sports led by a mile. Travel usually includes consideration of finances, and is otherwise not always possible, but theoretical travel was much in evidence—the urge for tramping on foreign shores, seeking adventure, seeing new lands, new people, following new roads—escape into a world of dreams! Many confessed that they studied travel magazines and books. They knew what ships were in the harbor and they talked with friends about their favorite subjects—"miles per gallon." We may grow up to scorn the fairy tale of childhood days, but we never grow up so completely that shining palaces on distant hills fail to charm.

Some of the hobbies were particularly interesting. Dr. Harry Kleinschmidt, of the National Tuberculosis Association, creates things out of wood—odd pieces of furniture, book-cases, and small toys like a covered wagon for a Thanksgiving dinner-party. Last winter he became interested in the wheel and how it came to be a wheel. He fashioned models illustrating periods from the simple roller used by the Egyptians in building the Pyramids to the picturesque stagecoach of the time of Jesse James. After a tiring day at the office he says, "Well, I guess I'll go downstairs and whittle awhile."

A school teacher has for her hobby putting the play element into work. She told of one instance where play brought added health to the children of her country school. A mother came to her and said, "Jean is underweight. The doctor says there is not a thing wrong fundamentally. But she will not drink milk or eat vegetables and I can't make her unless we have a scene at each meal. Have you any suggestions?" After thinking it over she told the children that they were all going to have a picnic in the log cabin on the hill, about two miles from the school. In the lower left-hand corner of the blackboard she drew a picture of the schoolhouse. In the upper right-hand corner she drew a cabin. Then she drew a road connecting the two.

The children were told that as soon as this road was paved they could have the picnic. All those who were up to normal weight could fill in a square, or "pave a block." The others were weighed, given weight charts, diet lists, and milk. As soon as a child had gained four pounds, another block could be paved. It was going to be a gorgeous picnic—good food, stories around the campfire and buried treasure! No one could go until they all could go. So Jean's problem became the school problem, and she and the other children who were underweight were greeted each day with, "Jean did you drink your milk?" or "Peter, did you go to bed early?" Jean and Peter struggled earnestly for the elusive

97 Varieties of Hobbies

SPORTS	CREATIVE ARTS	MISCELLANEOUS
Fencing	Clay modelling	Travel
Horseback riding	Poster making	Reading
Golf	Mask making	Raising rare flowers
Tennis	Painting furniture	House work
Camping	Amateur photography	Breeding dogs
Swimming	Wood carving	Psychology
Dancing	Marine drawings	Gardening
Hiking	Marionettes	Day dreams
Climbing	Writing poetry	Stories—reading, telling, acting, hearing good stories
Canoeing	Interior decorating	Gathering friends
Hockey	Studying languages	Farming
Volley ball	Theater	Getting odd groups of people together to see what happens
Handball	Writing chanteys	Babies
Bowling	Drawing cartoons	Collecting
Fishing	Building stone fences	Medals
Hunting	Music	Postal cards
Yachting	Landscape architecture	Sea shells
Sailing	Painting flower pots	Stamps
Ski-ing	Writing fiction	China
Squash	Bookbinding	Flags
Chess	Scrap books	Prize cups
Horse racing	Cooking	Candlesticks
	Fixing old furniture	Patches for quilts
	Cabinet making	Pen sketches
		Kites—from different countries
		Party favors
		Dills
		Rare editions
		Photograph hunting

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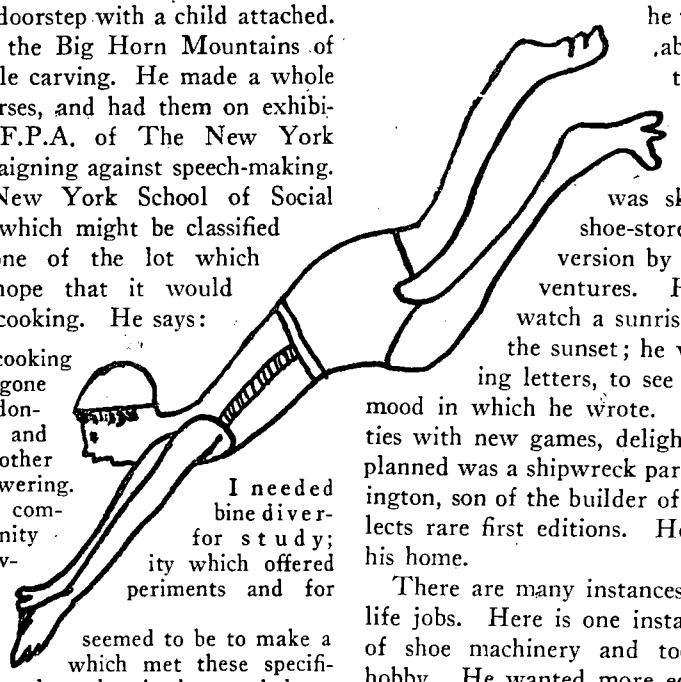
pounds. I understand that eventually they had their picnic.

A successful architect says his favorite hobby is sleep—sleep—sleep!

A writer's favorite hobby is bee-lining. That does not mean raising bees. You take a box similar to a shoe-box, put some honey in it and go out into the fields. You sit down under a tree and wait for a bee to come along. You sit still and let him have some honey. He will always fly back to his hive, and he will always fly straight. With the aid of field glasses you watch where he goes. The game is to find the hive by walking in a perfectly straight line. If you get lost, you sit down again and wait until another bee comes.

A bachelor takes children under his wing and educates them. Coming across some forlorn boys who didn't seem to belong to anyone, he would try to find homes for them and get them sent to school. He had little money himself but he had a number of wealthy friends, and no one was ever surprised to find him on their doorstep with a child attached. Bill, a lonely sheep-herder in the Big Horn Mountains of Wyoming, goes in for vegetable carving. He made a whole flock of sheep, trees, tents, horses, and had them on exhibition. Franklin P. Adams—F.P.A. of The New York World, says his hobby is campaigning against speech-making.

Porter R. Lee, of the New York School of Social Work, has five real interests which might be classified as hobbies, but the only one of the lot which he entered upon with the hope that it would satisfy his need for a hobby is cooking. He says:



I made the acquaintance of cooking at a time when my health had gone to pieces, necessitating the abandonment of gardening and golf, and when the vicissitudes of life in other respects were thoroughly overpowering. I needed badly something that would combine diversion, achievement and opportunity for study; some non-strenuous, manual activity which offered the chance for continuous experiments and for creative expression.

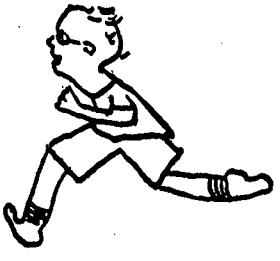
The obvious thing to do seemed to be to make a list of possible occupations which met these specifications. The list was fairly long, but it simmered down finally to making ship models, learning to play the piano, stamp collecting and cooking. I chose cooking and for several years it gave me an absorbing interest and a real sense of achievement. I have less time for it now, but not less real interest.

A personnel worker takes amateur motion pictures. She gives parties and gets her friends to enact the roles of stern parent-villain-heroine-lover. Later she invites the same people to see their own acting. Naturally, these are hilariously successful parties.

Many clubs have programs which might be called hobbies. The Hammer and Tong club of East Aurora, New York, has deep discussions of all sorts of world problems. The Socrates club of Alton, Illinois, studies literature. The Yosians of New York City go in for hiking and outdoor sports. And in New Rochelle, New York, there is a men's club called the Serious Eaters! A Jersey social worker and her friend bought an old barn on the Passaic River and converted it into a country house. They have entertained as many as 28 people at a staff dinner, 80 at one afternoon's informal tea, and 300 since they have had their place. A college professor goes in for photograph hunting. He chooses fascinating titles like Mountain Tops, A Symphony in the Hills, Utopia, and goes forth over main highways and side-trails in search of pictures to fit them. He claims that it is not an extravagant hobby even though he spoils any number of films. A hunter will waste cartridges shooting at tin cans; a fisherman will lose hooks and worms; so a box of cartridges, a case of flies, or a box of films—they are all food for one's favorite hobby-horse.

J. Prentice Murphy, of the Philadelphia Children's Bureau, has three distinct hobbies. The first is gardening, from spring until fall; the second is making scrap-books, collecting, cutting, pasting, writing, and the finished product he turns over to convalescent friends about to start on a journey; the third is fixing old furniture. This he started chiefly to show that he had mechanical ability, something of which his father was skeptical. A man who owns a shoe-store in New England gets his diversion by seeking new experiences and adventures. He sometimes gets up early to watch a sunrise; he climbs a distant hill to see the sunset; he writes to ten people ten interesting letters, to see if they will answer in the same mood in which he wrote. He plans interesting house parties with new games, delightful surprises. The last one he planned was a shipwreck party on a houseboat. Henry Huntington, son of the builder of the Union Pacific Railroad, collects rare first editions. He has a million-dollar library in his home.

There are many instances where hobbies have led to real life jobs. Here is one instance: A man who was a maker of shoe machinery and tools, had movie-making for his hobby. He wanted more equipment than the new industry could provide, so he started to make some for his own use. His friends tried it and liked it. Eventually, he got to be a manufacturer of amateur movie equipment. Now he does nothing else. A school teacher says that when she was teaching English in highschool she was always glad to help the drama director back stage with costumes, lighting and directing, simply because she loved the smell of the grease-paint and the glare of the footlights. It was because of this interest that she later was offered the job of drama director of one of the largest highschools in Buffalo. Tony Sarg reached the top of his profession through his hobby for experimenting with marionettes.



These letters speak for themselves:

From a dentist: In a profession such as ours, where we have the reputation of always looking down in the mouth, it is very essential to have a hobby, and mine is fishing. I know of no other avocation which will so take one away from all worldly cares.

From a doctor: Getting close to nature is

(*Continued on page* 601)

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SOCIAL PRACTICE

Defining Juvenile Detention

UNDER a grant from the Bureau of Social Hygiene of the Rockefeller Foundation, the National Probation Association is embarking on a two-year national study of detention homes for children. The original idea of detention homes was to provide a place other than jails or police stations in which to hold children while disposition of their cases was being made by the court. Detention is often found necessary for runaways, homeless children, children beyond parental control, children whose home conditions are so bad that immediate removal is necessary, children whose parents cannot be relied upon to produce them in court when a case is called, children who have committed offenses so serious that their release, pending the disposition of their cases, endangers public safety, and children who are held as public witnesses. However, as is pointed out by Charles L. Chute, general secretary of the association, new ideas in child treatment together with the variety of ideas as to what detention means, have produced a confusion of ideas. "As a result, detention homes today are being used wrongly for correctional purposes and for the care of children who should be at home. It is our intention to see what method of care is suited to the individual child and best meets his needs. To arrive at a well-defined conclusion calls for a careful, painstaking study of public and private facilities, private and public boarding homes and the relation of probation, jails and police departments as well as the social agencies to the problems of detention." The study will be directed by Harrison A. Dobbs, associate professor of social economy of the University of Chicago, who will welcome from Survey readers accounts of interesting experiments and programs in this field and opinions as to the dangers, necessity and favorable aspects of detention.

The Children in Cleveland's County

AT the request of the Welfare Federation of Cleveland the commissioners of Cuyahoga County, Ohio, appointed on the last day of 1929 a board of child welfare whose immediate responsibility will be to take over the supervision of approximately 1,000 dependent children who are wards of the state of Ohio. The children are now in foster homes under the care of the Cleveland Humane Society and the Welfare Association for Jewish Children, and the cost of their care, board, and clothing is already met by the county treasury at the rate of about $20,000 a month. It is only the case-work responsibility that remains to be transferred to the new board. The transfer has become essential because of the growing burden carried by the private agencies, and especially the Humane Society, which has had under its supervision more than 2,000 children in foster homes and 1,400 in their own homes. Despite the fact that the society's 1929 budget of $270,000 was more than triple that for 1920, the first Community Fund year in Cleveland, it has become almost impossible to meet the needs of children who come to it for care and protection and only the most urgent cases could be accepted. "Children with a roof over their heads," writes Raymond Clapp, director of the Welfare Federation, "even though under conditions clearly leading to physical and moral breakdown, have had to be left where they were so that others, without even the roof, could be cared for." Big brother and protective work for boys had to be slighted because of the claims of the homeless children. The Welfare Federation therefore recommended to the commissioners that these 1,000 "state" children be placed under the supervision of a county board, and that the board employ a competent staff of experienced visitors. The four members of the board, appointed from a list of nominations submitted by the Federation, are well known citizens with social work experience, while James E. Ewers, executive secretary of the Cleveland Humane Society since 1917, has been chosen as director. "It is to be hoped," writes Mr. Clapp, "that this is but the start in the development of a modern and adequate welfare department for the county of which Cleveland is the center."

An Orphanage Adapts Itself

AT the ripe old age of eighty the Chicago Orphan Asylum is showing that its arteries are far from hardened, by embarking on a new program in line with the modern developments in child care. The first step was self-analysis, with the assistance of the Graduate School of Social Service at Chicago University, the Elizabeth McCormick Memorial Fund, and the Institute for Juvenile Research. Ethel Verry, an experienced children's case-worker, became superintendent. As a result of two years' experimental work, it now plans to sell its congregate institution which at present houses 130 children, and to develop foster-home care and small scattered units for the care of children who need a period of residence in a controlled environment. It is planned to have five or six of these units, each caring for not more than twelve children, and eventually to have one unit for the reception of new children and administration, and another unit near by for the special care of a small group of unadjusted children who need intensive study and training before permanent plans can be made for them. Twenty-four children are now in foster homes and this number will be increased as family homes become available.

More evidence as to the economy and effectiveness of foster-home care comes in the report of the Duke Foundation, recounting recent experience in certain institutions in North and South Carolina. During the year the number of institutions using this plan increased from six to thirteen, and they now show a total of 450 children receiving aid in their own homes and 464 in foster homes.

Satan Finds Mischief

FROM the analysis of more than 11,000 misdemeanor cases the Bureau of Governmental Research in Cincinnati concludes that there is an important relationship between unemployment and minor crimes. According to figures obtained in May, 1929, by the Department of Welfare through the Board of Education, 40 per cent of all misdemeanor arrests were of the unemployed class, which comprised only 8 per cent of the

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population of the city. Unemployment seems to have more than its share of offenders charged with petit larcency, sex offenses, violating liquor laws, drunkenness, disorderly conduct and vagrancy, who comprised 90 per cent of all cases. Forty per cent of all drunkenness cases were among the unemployed, but whether liquor was the hen or the egg is not clear from the present information. A regional crime commission is in formation in Cincinnati, due to the efforts of the Cincinnatus Association, the Women's City Club and other organizations, and a complete study of crime and criminal justice will be undertaken under its auspices by the Bureau of Governmental Research.

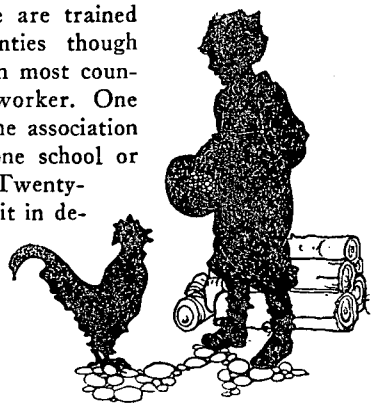
A Social Work Shingle

NOT a hair-cut, but the announcement by Clara Taylor Warne, a registered nurse, public health and medical social worker of Los Angeles, and a member of the American Association of Social Workers, that she has engaged in private social work practice with special attention to personal and family problems and medical social work, nursing service and advice under physician's directions. "Friends, social workers, physicians and so forth, from time to time referred to me persons whom I was able to assist in adjusting personal and sometimes family problems," Mrs. Warne writes in reply to a letter of inquiry. "These were all outside the ordinary charitable and other organizations, and involved people who could afford to and were willing to pay, and who would not go to institutions for assistance. Also, I was able to render some service in organizing and opening a clinic for a branch of public health work. So I felt that there should be room to use the experience gained in training and social work to help adjust these problems met by persons other than charity wards. If one has an office and can be consulted in such matters, why not do it for a fee, just as the lawyer or doctor does in his particular field? How regulate charges? I do not know. Will I succeed in getting enough practice to make it worth while? I do not know. But it is interesting and I am having a try at it."

In New York the Associated Guidance Bureau, Inc., has been engaged for three years in the non-philanthropic practice of social work in the homes of those able to pay for service. Though its staff, under the direction of Jess Perlman, may be consulted about the problems of adults, its activities are concentrated chiefly in the guidance of normal children and young people, and work with difficult, nervous and mentally dificient children. In some instances the service is that of advice only; in others the bureau refers its clients to the appropriate school, psychiatrist, pediatrician or the like, or places in the home a qualified governess who carries out its program under supervision.

Counties Conquer in New York

BEHIND the twentieth anniversary conference of county children's agents held in mid-January in New York City lies a development that has made history in child care. In 1893 Newburgh, New York, proposed spending a large sum of money to enlarge its children's home. The local committee of the State Charities Aid Association offered to employ an agent for two years to look into the circumstances of the children in the home and try to find some less expensive and more effective means of care. The home was never enlarged, and within the two years its population was cut in half by returning some children to parents who could care for them and placing others with relatives or in foster homes. This was the first systematic effort to find out whether or not children might not be cared for better in their own or foster homes than in institutions. In 1909 the State Charities Aid Association undertook to persuade every county in New York State to employ a children's agent, and the system has grown till there are trained workers in forty-one counties though some still are lacking and in most counties there still is only one worker. One worker in a large county, the association points out, is like having one school or church or telephone station. Twenty-two states have followed suit in developing county units for the administration of child welfare. Between 1907 and 1928 the number of children in institutions in New York State has been reduced from 5,548 to 2,228, a cut of nearly 60 per cent; and through the operation of widow's pensions and other forms of home care approximately 35,000 children are with their mothers in their own homes who under the earlier conditions would have been in institutions or in dire poverty.



Silhouettes, courtesy Children's Aid Association, Boston

With 1930 New York State starts another chapter in county action as the new public welfare law makes it optional to administer poor relief through a county or county and town basis. The boards of supervisors of Erie and Washington Counties have adpted the county plan under county commissioners of public welfare, and Erie County, for the first time in the history of this state, has included in its budget an item ($10,000) for the home relief of the aged. Also, incidentally, Westchester has recently added a fourth county health department under the permissive law, and taken Dr. Matthias Nicoll from the State Health Department to run it.

How Aid the Aged?

FROM the New York State Old Age Security Commission comes word of a bill now being drafted to provide pensions, on a sliding scale, for men and women of seventy and more who are in want or without adequate support. The commission estimates that about 40,000 residents of the state would be eligible, and that the cost would be about $12,000,000 a year, which it is proposed to raise by doubling the state stock transfer tax of two cents a share. The amount of the pension would be determined individually after careful investigation by state and local welfare authorities.

The care of the aged will be the subject of the first Samuel Deutsch Conference to be held under the chairmanship of Paul H. Douglas in Chicago in early March, and will be a subject for research conducted during the year under the fund, established by friends of the late president of the Associated Jewish Charities of Chicago. Further evidence of the increasing interest in the security of the aged comes in the recommendation for old age pensions by the Senate Committee on Unemployment, and the pension system inaugurated in Ontario, Canada, two months ago. Among recent publications on the care of the aged are bulletins 489 (Care of Aged Persons in the United States) and 505 (Directory of Homes for the Aged) of the U. S. Department of Labor; The Care of the Aged and Infirm in Ohio (Ohio Department of Public Welfare, Bulletin, vol. VI, no. 1; Old Age Security, by Abraham Epstein, a clear and convenient pamphlet published by the League for Industrial Democracy, 112 East 19 Street, New York City, price 15 cents; and a revised edition of the same author's comprehensive Challenge of the Aged, price $2, of the American Association for Old Age Security, 104 Fifth Avenue, New York City.

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HEALTH

An Efficient New Year!

FROM the Illinois State Department of Health comes the appended self-analysis sent out by Esther Albright, a district supervising nurse, to each member of her staff. The department terms it "an admirable catechism by which a local public health nurse may take her measure or rank as a member of an important profession":

How may I help in maintaining a high standard of public health nursing in my community: state: nation?

How many alumni meetings do I attend?

Do I belong to my district association?

How many meetings do I attend?

Do I plan to attend one meeting larger than my district meeting at least once each year?

Am I subscribing for and reading one nursing magazine?

Do I know the mortality rate for mothers and infants in my community?

Am I cooperating with professional and local organizations to make this rate a lower one?

Have I started my plans for my May Day health activities?

Have I read Team Work for Child Health? (from the American Child Health Association, price 25 cents)

Is there a young mothers' club in my community?

Have I read at least two good books on child guidance?

Am I doing all I can to educate the parents with whom I come in contact to safeguard the health and lives of their children by vaccination and immunization?

Have I had my yearly physical examination?

Am I driving my work or is my work driving me?

Do I have sufficient outside interests to keep me happy in my work?

Am I keeping adequate records so that any nurse coming in my place can readily take up the work?

Am I sending a copy of my monthly report to my state department of health? (If not, please DO.)

Tuberculosis Down—and Out?

WITHOUT doubt, announces the Statistical Bulletin of the Metropolitan Life Insurance Company, the tuberculosis rate for 1929 will be the lowest ever reached in the United States. Some years ago the Bulletin predicted that for 1930 there would be a rate of under 70 deaths from tuberculosis per 100,000 of general population, and by 1937, a rate of 40. From the evidence now coming forward in the experience of the company's industrial policy-holders, always an accurate index to that of the population as a whole, it seems likely that 1930 will reach the goal set, with a trend line promising 40 or less in 1937. Prosperity, meaning better food, clothing, housing, and working conditions, shorter hours of work, and the organized activities of the National Tuberculosis Association, and national and local health organizations all have played a part. The Bulletin comments:

With the attainment of a death-rate of 40 per 100,000, we shall have reached the point where the end of tuberculosis is in sight. For by that time we shall have started a chain of circumstances in motion which ultimately will mean the practical elimination of the disease. With fewer deaths there will be correspondingly fewer advanced cases. Fewer advanced cases will soon reduce the number of new infections. It is entirely possible that a point will soon be reached at which the number of new cases will be insufficient to maintain the death-rate from tuberculosis at anything like a significant level.

That there is still no chance to abate efforts in the fight against tuberculosis, however, is clear from less optimistic experience in some centers where new and successful groups are struggling with difficult living conditions. New York City, for example, with a high incidence of tuberculosis in its growing Negro population, showed an increase in the general rate from 86 per 100,000 in 1927, to 89 in 1928, the last year for which there are complete figures.

Health Through a Club

HEALTH has become one of the chief activities of the Erie (Pennsylvania) Boys' Club through a medical department organized eight years ago with a volunteer staff and a full-time medical social worker. Every boy who applies for membership receives a card which must be signed by his parents, permitting a full physical examination, and he cannot participate in club activities until the examination is made. In the fall the full staff is assembled for examinations one night a week, and sees a hundred boys in an evening; after the first rush, examining sessions are held fortnightly. No attempt is made at this first session to get a full diagnosis, but when serious troubles are suspected the boy is referred to the club's consultant in that special field for further study. The social worker enlists the interest and aid of the family in getting defects corrected through the family physician and helps make other arrangements when there is no family physician. Though some free work must be done, families pay from $2,500 to $3,500 a year for medical needs disclosed in these examinations. There are 100 to 125 operations a year to be arranged for, from tonsillectomies up to very serious conditions; one year seven cases of active tuberculosis were discovered and put under hospital care; undernourished boys and their parents get special health instruction. About 75 per cent of all dental defects discovered are corrected through family dentist or school clinic, the social worker, Beatrice Seelig, making appointments and conducting the boy if necessary. Her contacts with the boys often lead to other constructive case-work assistance to families. Dr. Elmer Hess, who organized the department and has received the Gorgas Memorial Prize in recognition of its excellence as preventive medical work, writes, "The Boys' Club can get tonsils out, hernias repaired, and teeth fixed when no other agency in the city has even been able to touch the family."

What Hospitals Get

SPEAKING of hospital costs, as we did in some detail in The Survey for January 1, interesting results from a study by The Modern Hospital are published in the January issue of that journal. One hundred "typical" general hospitals were asked to submit the amounts of the bills paid to the hospital by

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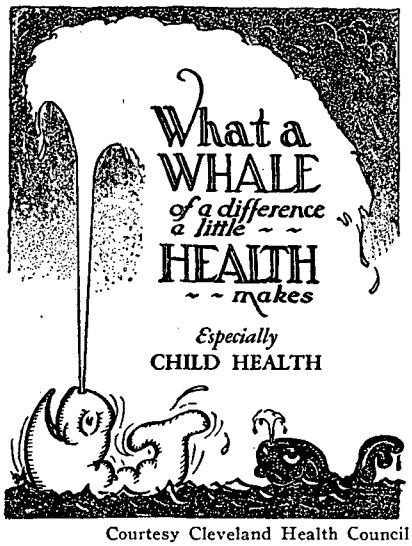
the first 100 full-pay patients in their fiscal year. Analyzing the returns, John H. McNamara, executive editor, and James S. Parker, director of research for The Modern Hospital, found that these 10,000 patients had an average stay of 11.04 days in the hospital at an average cost of $71.99, a figure which would seem not to compare unfavorably with what 10,000 citizens might have paid for an equal number of days in a hotel. These hospitals are thought to be representative for the country as a whole, but they did not include any institutions in communities of less than 25,000 population or in metropolitan centers of 1,000,000 or more, where rates probably are higher. Moreover they did not include charges for special nursing or other services not paid to the hospital itself; or, of course, fees to physicians and surgeons. One hospital reported that half its private patients insisted on having special nursing day and night at an additional cost of $17 a day. As the figure for average cost included all types of full-pay services, ward, semi-private and private rooms, it naturally does not reflect the cost to the patient who must have or wants a room of his own. The authors conclude that this study shows that "hospital charges are not excessive. . . . Cost for cost they are justified by the skilled service of technical and professional hospital workers. . . . They do not rest as heavily on the average man in the street as movie payments, gasoline bills and the amounts cheerfully paid for many other luxuries." These figures are reassuring as to the hospital's role in medical expense; they still leave the patient with a lively interest in some of the comprehensive experiments (see The Survey, January 1, pp. 419-23) to wrestle with the total bill and the wherewithal to pay it.

May Day Is Coming

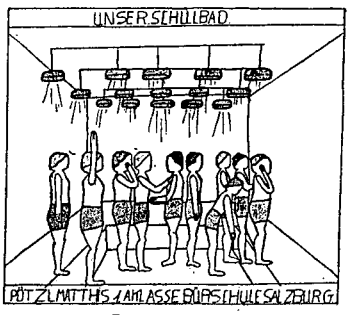
WE haven't yet discovered whether or not the Cleveland Health Council meant to imply that the dark little whale didn't get his cod-liver oil and Vitamin A, but at any rate the healthful energy spouted by the white one is an exhilarating reminder that May Day is coming and the time to plan is now. In addition to Team Work for Child Health, fittingly mentioned by Miss Albright on the preceding page, the American Child Health Association has just sent out to committee chairmen a plump and useful report Celebrating May Day in 1929 from which may be gleaned many suggestions for 1930. The keynote chosen for this year's program by the National Child Health Day Committee of the State and Provincial Health Authorities of North America is "parent cooperation in community child health and protection," stressing the fact that the state's program for children will be effective in proportion to the intelligent interest and aid of parents. "In parental anxiety to protect the children, there is a powerful emotion that impels action but that contains also a certain element of danger," declares the announcement by the American Child Health Association. "To act on an emotion, whether of love or fear for the child, produces less good results than to act on emotion directed by intelligence. The time has come when parents ask for something more than ever before. . . . They are ready for a new and clearer interpretation of the community's child health program and of their responsibility for it."



Courtesy Cleveland Health Council

Rural Health—and Austrian

WITH 1930 the Commonwealth Fund embarked on a new major program in health, a division of public health, under the direction of Dr. William J. French who was the first director of the Fargo, North Dakota, child health demonstration and subsequently in charge of the Austrian health program of the fund. Theresa Kraker, R.N., is assistant director. The new division will center its interest in rural health in two or three states. With the cooperation of the state health department, it will aid in the establishment of a field unit to promote rural health service and the development of well-rounded health service in two counties or districts, and will offer each year fifteen scholarships for postgraduate study by rural physicians. The fund also will assist a leading medical school to set up or strengthen courses in preventive medicine and facilities for postgraduate study. Scholarships or loan funds will be provided for a group of medical students who undertake to go into rural practice, and special scholarships will be arranged for public health nurses and teachers who wish to study methods of health education.



Courtesy The News-Letter

The Austrian health program of the fund, which was concluded in the summer, inspired the accompanying picture by a young scholar to show exactly how school baths worked. A general report of the whole project, written by Geddes Smith in collaboration with Dr. French, was published in German for Austrian distribution before the staff came home, and has recently appeared in English in this country—a most scrumptious publication—bound, illustrated, and priced $3.50.

More Helps for Health Workers

FOR the nurse in general public health work or in specialties other than tuberculosis, the National Tuberculosis Association has published a manual, Tuberculosis Nursing for Public Health Nurses, by Violet H. Hodgson, R.N., assistant director of the N.O.P.H.N., with suggestions for case-finding and care. The pamphlet may be obtained in single copies or quantity lots through the state tuberculosis associations.

In the University of California Publications in Education (price $1.25) has recently appeared a study by Laura Cairns, A Scientific Basis for Health Instruction in Schools, analyzing health instruction offered in a group of highschools, junior highschools and grade schools in San Francisco, Berkeley, Oakland and Richmond, California. with suggestions of present inadequacies and lacks and recommendations to remedy them.

From the Associated Out-Patient Clinics Committee of the New York Tuberculosis and Health Association comes a report on The Place of the Medical Clinic in the Out-patient Department, recommending that the tendency toward overspecialization in clinics be discouraged and emphasizing the value of promoting complete periodic health examinations of patients receiving treatment in specialized departments, with a survey of the functional, educational and administrative relations of the medical clinic. Copies on request: 244 Madison Avenue, New York.

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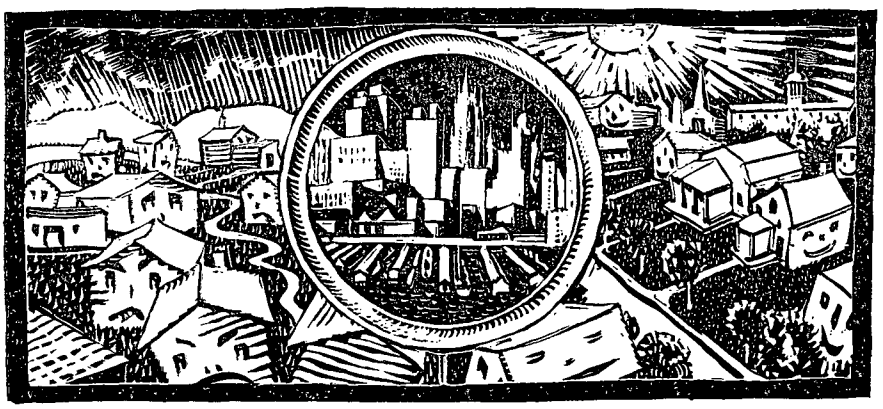

COMMUNITIES

Libraries by Truck and Mail

THAT a nodding acquaintance with New York's haughty library lions shall not be requisite for access to whatever books one may need or desire, is the aim of the American Library Association in extending the county system so that country and small-town people may have metropolitan library resources. A year ago 230 counties had tax-supported libraries; today there are 280 of these and 5 new state agencies have been formed to further their development. In the South the work has been speeded by grants from the Julius Rosenwald Fund. The advantage of the county unit is that it concentrates the use of taxes, so without burdensome cost country districts can be supplied by book-trucks and the small-town library supplemented from an ample county collection. Not only does it provide reading for adults, but it permits teachers in rural schools to follow the new methods which are dependent on reference books and recreational reading as much as they are on texts. Indeed, the basic way of educating both children and adults, is to make books easily and attractively available. State library extension commissions and the American Library Association, 520 North Michigan Ave., Chicago, give advice and assistance without charge to counties or smaller communities interested in extending or improving their library service.

Who Is the Community?

A NON-PARTISAN at the joint meetings of the National Community Center Association and the community section of the American Sociological Society held the latter part of December, would have been likely to say that the community organizers were on the verge of admitting that the difference in opinion expressed as to methods of organization, as well as to effectiveness of results, is due largely to disagreement as to who it is that assumes—consciously or otherwise—the authority and responsibility of organizing the community. Although one group, represented by Clarence A. Perry, emphasized as a first requisite the need for agreeing on objective criteria limiting the boundaries of a community, and an opposing group, whose spokesman was Professor Jesse F. Steiner, regarded the issue as to just what a community is and how actually to find it, as of secondary importance, all agreed that the fundamental job is the achievement of a city layout that allows for community relations. This is in contradistinction to a direct effort to establish community relation in the old orthodox and doctrinaire fashion. Some there were in fact who considered the latter method superimposing a community organization—obviously open to criticism.

Whether limited by the boundaries of the local neighborhood, a larger section of the city, or even the city itself, or whether community organization should be considered rather in terms of the application of logic to constantly changing social problems and to common interests of a widely scattered group, again there was common agreement that community adjustment influences operate from many different sources—religious, educational, commercial, to say nothing of the sportsmen, vacationists, bootleggers, politicians, newspaper writers and social workers. One fact stood out clearly—a community cannot be organized by outside forces. An excellent paper describing an Indian community so organized, showed the passivity of a group not a social part of the mores of the organizers. Professor E. W. Burgess' discussion of the community studies at the University of Chicago led to an explicit statement of the need of enlisting resident community forces in the solution of social problems by social workers. And going one step further, these community planners, like the modern city planners, are coming to realize more and more that regional planning is a prime factor in thinking about community organization. "Who is the community?" is coming to supersede the unprofitable discussions as to "What is a community?"

Honesty in Civic Pride

PHILADELPHIA'S recent experience should prove to every city in the country the wisdom of having a housing association. Not that conditions in all cities are identical—far from it. But what city is there that has no housing problem? And on the other hand, do cities, officially speaking and otherwise, always know what that problem is? Here is where a non-political, expert agency comes in, to which Philadelphia can testify. As a result of a survey made by the Philadelphia Housing Association for the mayor's Committee on Child Life and Welfare, court and alley dwellings are receiving widespread publicity. The facts were unknown to the public; not so to the association, to whom the committee had naturally turned for information and suggestions whereby the situation could be improved. The association recommended the following action:

Condemn alley and court houses within strategic blocks where 40 to 50 per cent of such houses lack street frontage, and dedicate the cleared land for playground and recreational purposes.

Condemn and clear narrow blocks where the houses lack yard space, and plant the sites in grass, shrubbery and trees.

Open dead-end streets and widen streets now 8 to 10 or 14 feet in width so as to secure ventilation.

Assign to the City Planning Commission, forthwith, the task of replanning congested areas so that future construction and reconstruction will conform to the new street layout.

Since neither demolition nor replanning would effect a complete improvement of all the old dwellings, and since housing for the majority of the residents of the congested districts has now assumed the importance of a public-service function, organize a large holding company to take over such properties, much after the manner of Claude Leigh in London, in order to recondition and manage them as a public utility.

Strengthen the city inspection service by the appointment of additional inspectors; utilize to a greater extent the legal machinery for the compulsory improvement of subnormal properties; and educate the families throughout such areas, by instructive inspection in the proper use and care of their dwellings.

These recommendations have been endorsed by the mayor and submitted to the City Council for action. But best of all,

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the engineers in the Bureau of Engineering and Survey are at work on plans and maps visualizing the suggestions of the association. It is no secret that the mayor appointed the committee as a result of the challenging of a statement he made in public praising the dwelling situation in Philadelphia and its effect on child life. It is not often that a misstatement is productive of such splendid results. Though wrong in his premise, at least the mayor was open to conviction. Perhaps the days of Philadelphia's alley and court dwellings are numbered.

Hitch-Hiking

NEW machines bring new problems, not only in industry but in the whole social fabric. When Jack's father ran away on adolescent adventures, the trip ended in a nearby barn or at most in the next market town. But in a day's time Jack may be carried hundreds of miles by good-natured but thoughtless motorists, and may appear at last on the other side of the continent. Indeed the romantic appeal of California for such boys is so great that they became a serious problem in Los Angeles. Arriving without funds, they soon came to the attention of the city authorities who were at a loss what to do with them. Segregation was difficult, yet to throw these youngsters in with the tramps and criminals who frequent the mission homes or vagrancy jails, meant to turn them into criminals. For the boys are not usually young delinquents but rather, normal boys with the courage and brains which it takes to leave the security of even an unhappy home.

The Community Boys Lodge of Los Angeles was opened with funds contributed from their own scanty budgets by agencies concerned with boys' welfare. The original plan was to keep the boys at the lodge until their families could be reached and arrangements made for their return home. In operation, however, it was found that some of the boys had no adequate homes, while with others the family situation was so ill-adjusted that they would only run away again—and with justification. Occasionally, where the difficulty was the boy's own temperament, a few months of working in a strange city would cure him of his wanderlust. These boys the cooperating agencies assist in finding jobs. For a while they were transferred to rooming-houses to live, but it was impossible to exercise much supervision over them there, so a year ago the lodge moved into larger quarters where all the boys could be permanently housed. Here they are helped through the difficult period from 16 to 20, the appropriate agencies supplying medical and psychiatric treatment, education and recreation. The lodge's first annual report (September 15, 1929) shows 430 boys dealt with since its opening on July 1, 1927.

For Reference

IF any question in the field of housing, zoning or town planning troubles you, just turn to the two bibliographies recently published by the Russell Sage Foundation Library and the National Housing Association, and they will serve as a direction post to guide you to the source where you will probably find the information you are seeking. The first, a four-page leaflet (Bulletin number 97, price 10 cents, Russell Sage Foundation Library, 130 East 22 Street, New York City) lists some fifty articles and books dealing exclusively with cooperative housing, not, however, including material relative to government subsidies and building and loan associations. Supplementing bulletin number 73 previously compiled by the same agency in 1925, this bibliography furnishes up-to-date reference material. A note appended gives the information that "typewritten copies of a more complete bibliography on this subject are on file at the Russell Sage Foundation Library and may be borrowed by responsible persons."

Covering a wider range of allied subjects, the thirty-three-page booklet of the National Housing Association (Publication number 59, price 50 cents, National Housing Association, 105 East 22 Street, New York City) contains lists of books, pamphlets, reports and articles on housing, zoning and town planning published since October 1928. Official and semi-official documents listed geographically according to country, state or city to which they refer, other material listed alphabetically according to authorship, the subject matter is readily and easily identified. Among the authors listed in the pamphlet are authorities who can always be relied on to answer—probably in one or another of the publications listed—whatever questions may trouble the student of the subject.

No library on housing, zoning or town planning is complete without these two unpretentious but invaluable publications.

2 X 2 = 5

TWO billion dollars, according to an estimate of Secretary of Commerce Lamont, is the country's annual loss due to traffic congestion—an amount which about equals that annually expended for construction and maintenance of traffic facilities. This condition parallels putting water through a sieve. The only solution—one that is recommended by the United States government and various automobile associations—is more and wider highways. The need for more highways with the tremendous increase in the number of motorists, is obvious. As to wider highways, the real advantage is not so apparent in spite of its great effectiveness. Though a wide highway is capable of carrying more traffic than a narrower one, of far greater importance is the fact that if of sufficient width it can be so laid out as to carry multi-lane traffic, whereby the slow driver is separated from the fast operator. On such a road the jogger can jog to his heart's content, while those desiring speed can go at a rate that would be incompatible with mixed traffic on the same lane. No longer need the fast driver depend on cutting in to get ahead. Frequently such an attempt is abortive and simply serves—heaven forbid!—to slow up the less speedy traveller. No longer need the leisurely motorists be regarded as one of the road's worst nuisances. Experience has shown that with lanes clearly marked there can be a continual flow of traffic otherwise impossible. According to the president of the American Automobile Association, $2,500,000,000 will probably be spent for building and maintaining roads and streets in 1930. It is to be hoped that the advocates of wider and marked highways will exert sufficient influence on the execution of the program. One wide highway can take care of more than twice as much traffic as two half its width. This should be the slogan of the automobilist from coast to coast.

Homes as Well as Cars

"MANY people who do not now own their own homes would like to. Their problem is that of financing the purchase.

"It ought to be as easy for a man to buy a home as an automobile—and everyone concerned with home-building—the realtor, the architect, contractor, material dealer, banker, building and loan association and the prospective home-owner's employer—ought to cooperate in working out a short, simple and fairly easy path to possession for that potential home-owner:"—*Ray M. Hudson,* Bureau of Standards, Department of Commerce.

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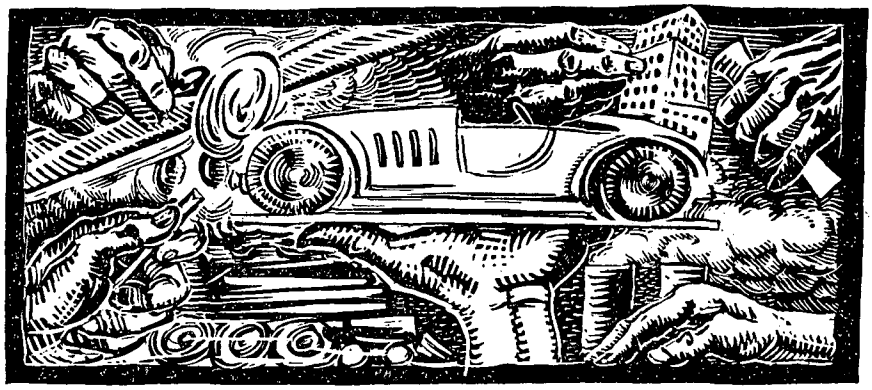

INDUSTRY

The Hazards of the Mines

THERE is some improvement in the number of mine accidents in this country from year to year, though the figures are still high, according to a report recently given out by the U. S. Bureau of Mines. This report showed that 1,917 workers were killed in our coal mines during the first eleven months of 1929, as compared with 2,003 for the same period a year ago. Something of what these statistics mean is brought out by the news accounts of the explosion in the "Old Town" mine near McAlester, Oklahoma, just before Christmas, an accident which cost the lives of sixty-one of the sixty-six men at work that day. The mine is one of the oldest in the state and is a mile deep in some places. No official report on the disaster has been made at this writing, but several significant facts stand out in the press reports. The mine was non-union, operated by a very ignorant class of Negro and Mexican labor. The "Old Town" was not rock-dusted, a safety measure repeatedly urged by the Bureau of Mines and by the American Association for Labor Legislation as a means of confining a gas explosion to the area in which it takes place. The highly dangerous "open" type of electrical machinery was being used inside the mine. Such machinery has no protection against electric sparks which may ignite gas. It is known as "non-permissive," which means that the government bureau considers it dangerous and is opposed to its use. Rock-dusting costs about one cent for each ton of coal mined, while spark-proof machinery is about 25 per cent more expensive than the "open" type. The dead miners left 230 dependents, for whom a radio appeal for relief was made. The owners carried no workmen's compensation insurance.

Buffalo Counts Its Unemployed

A HOUSE-TO-HOUSE canvass of the local employment situation was recently carried out in Buffalo, New York, through the cooperation of the State Department of Labor, the State Teachers College of Buffalo, the University of Buffalo, Canisius College and the Buffalo Foundation. The enumeration was made by students of the three colleges in nine areas of the city during the first week of November. The study included 15,165 persons, and of that number 1,509, or practically 10 per cent, were unemployed, 981, or 6½ per cent were on part time, and the remainder (about 83 per cent) had full-time employment. Briefly summarized, the report shows that for the 12,331 enumerated males over 18 years of age:

109 per thousand were out of work,
67 per thousand were on part time, or
176 per thousand were unemployed or under-employed.

Further analysis of the information concerning the same group shows that the cause for the unemployment in more than half the cases was slack work:

59 per thousand could not find jobs,
23 per thousand were sick or disabled by accident,
20 per thousand were old or retired,
7 per thousand gave miscellaneous reasons for their unemployment.

In issuing the report, Frances Perkins, New York state commissioner of labor, stated that in planning the year's work it was hoped similar studies might be carried out in other communities "in order to secure definite information concerning unemployment at a given time in several localities." Miss Perkins hopes that the Buffalo study may be repeated at the same season of the year for a number of years, and that similar surveys may be made by other cities. This would give figures on employment conditions each year, and would also indicate what might be considered a normal condition in regard to full-time work, part-time work and unemployment. As Miss Perkins points out, "data on unemployment seems absolutely necessary if the effect of unemployment and irregularity of employment upon the individual and the family is to be studied and constructive plans for stabilizing employment are to be undertaken."

Rights of Black Workers

THE campaigns to organize southern textile workers raise the question of the exclusion of Negro workers from trade unions. While the American Federation of Labor itself has taken no stand, member unions do exclude Negroes. At its annual meeting in January, the National Association for the Advancement of Colored People announced that its efforts for the coming year will center in a campaign for the recognition of Negroes' rights in industry and especially that of membership in unions. If necessary, the association is prepared to carry the matter to the courts on the ground that constitutional right to earn a living is infringed when a Negro is excluded from a closed shop. The National Urban League is also joining in the fight. T. Arnold Hill, director of the league, in an open letter to President William Green of the American Federation of Labor, wrote:

There can be no peace in the hearts of white workers if black workers take their jobs when they are on strike; and there can be no peace in the hearts of the black workers when they are denied not only the privilege to organize but also the right to labor because white workers object.

New Diseases, Old Laws

NEW YORK State and its Occupational Disease Act are much like a city with elaborate regulations for the hitching of horses and none for parking automobiles. The act, which went into effect in 1920, provides compensation for certain designated diseases acquired in stated processes. In the rapid changes of a chemical age and with new machines creating new dusts and fumes, it is manifestly impossible to list all the diseases which a worker may acquire under modern industrial conditions. Dr. Florence Frankel, medical investigator of the Bureau of Women in Industry, New York State Department of Labor, writing in the weekly News Bulletin of the New York League of Women Voters, outlines the need for a compensation act which attempts no categorical definition and requires the incapacitated worker to show only that his disease was acquired in the course of his occupation. She presents as

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an example of the workings of the present law the fact that of 134 cases of occupational dermatitis (inflamation of the skin) coming up during the year ending June 30, 1928, only 17.2 per cent were compensable, though the disabling effect in the others was the same. A number of states face the same problem in trying to apply similar antiquated provisions to the changing hazards of modern industry.

The Age Factor in Industry

IN the current concern with unemployment, the first difficulty seems to be to find authoritative facts, with state and federal officials "calling names" over the accuracy of government statistics. Especially upon the new question of superannuation, data is scarce. It is of course an old tragedy—that the human machine does wear out—but the new problem is what to do with machines not yet worn out but only slightly rusty and discarded because of the increasingly exacting demands of industry. The Age Factor in Industry by Perry A. Fellows, city engineer of Detroit, contains the tabulated answers of over 100 employers to whom a questionnaire was sent asking for their policy on dealing with older workers. Even taking these replies as a few straws in the wind, they are of considerable interest. Only four replied unqualifiedly that they set a definite age limit, yet ninety-one agreed that men might outlive their usefulness simply by accumulating the "ordinary quota of weaknesses of old age." Most of them set an age limit at which new employes would be taken on, averaging from forty-six for skilled mechanics to fifty-one for unskilled labor. These answers are a significant footnote to the cheerful pronouncements of captains of industry that they set no "age limit"—for as Mr. Fellows comments, the retirement age is set not by Henry Ford the man, but by the many operations in the production line of Henry Ford's industrial machine. The answerers agree for the most part that the solution rests with industry itself. The majority believe, however, that group insurance, employers' liability, and industrial pensions tend to force down the employment age.

As C. J. Dollen, superintendent of the Rochester, New York, State Employment Bureau, concludes in his annual report, "Something must be done, or we are headed for an even greater technical efficiency at an unprecedented human cost."

Summer to Winter

THROUGHOUT labor circles there is an infusion of girls and young women who have brought back from the Bryn Mawr Summer School for Women Workers in Industry, a broader conception of their role and a better understanding of the social and economic forces by which they are affected. A brief summer session can be only a beginning, however, and the needs of these students are not easily satisfied in the orthodox college. The Vineyard Shore School, which is beginning the second term of its first year, is to extend the Bryn Mawr Summer School philosophy over an eight months' course. Hilda W. Smith of the Summer School is in charge, and all but one of the girls—who come from all over the United States — are former Summer School students.

Marion's Story

NOW that the shouting and the tumult have somewhat died away in the North Carolina textile area, there is room for quieter and more thorough-going inquiry into the conditions which led up to the recent strikes, riots and trials for murder. A beginning is made in the bulletin published by the Department of Research and Education of the Federal Council of Churches (The Strikes at Marion, North Carolina; 105 East 22 Street, New York. Price, 15 cents). The report is based on a first-hand inquiry made by a member of the council's staff "who recently spent some time in that section, interviewing manufacturers, county and state officials, ministers, labor-union leaders, and rank-and-file workers." The bulletin includes a full and careful account of events leading up to the violence, as well as a record of the strikes at the Marion Manufacturing Company and the Clinchfield Mills. The trials are not dealt with at length. Data is also given on hours, working conditions, wages, company stores, and so on, which indicate the need for early and impartial study of the southern textile industry as a whole. The bulletin concludes with a joint statement by the Council's Commission on the Church and Social Service, the Social Action Department of the National Catholic Welfare Conference and the Commission of Social Justice of the Central Conference of American Rabbis, in which it is pointed out:

The tragedies, the unrest and the underlying faulty conditions, combined with the well-known economic difficulties which the industry faces, compel us to urge a thorough study of the entire industry by the federal government. We strongly reinforce the recent resolutions passed by several southern ecclesiastical bodies calling for such a study.

But because, though facts must be investigated in a detached and critical manner, certain of them *should* stir our emotions, we would suggest as companion reading Sinclair Lewis' brilliantly bitter account of conditions in Marion—Cheap and Contented Labor. (The accompanying drawing by Mannie Becker forms its cover.) This is a reprint of a series of articles in the Scripps-Howard newspapers and may be obtained from the Women's Trade Union League, 929 Chestnut Street, Philadelphia.

Union-Management Time Study

TOO often unions have agreed half-heartedly if at all to plans for scientific time-study and rate-making. They are now beginning to recognize that such studies, if honestly and intelligently carried out, are labor's own best basis for negotiation. We recently described one such experiment in union-management cooperation (see The Survey, January 15, page 466). A similar project is now under way which will involve a whole industry instead of a single plant. On January 21 the American Federation of Full Fashioned Hosiery Workers made formal announcement of a clause in the National Agreement entered into by the union and employers last September, providing that a time study of all the major operations in the manufacture of full-fashioned hosiery, should be made by a committee composed of a representative of the manufacturers' association, one of the union, and a technical advisor from an industrial engineering firm. This committee is not to set rates but to provide data as a base for rate negotiation.

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EDUCATION

Students Who Pay Their Way

ON the basis of seven years' experience with students' loans, the Harmon Foundation finds that students may be more adequately served by this type of assistance than by philanthropic aid, according to a recently published report. During the seven-year period, the foundation has helped 3,138 students (2,469 men and 679 women) finance their college education through loans totaling $538,220. Of this amount, $228,756 has been repaid, although only $208,382 was actually due. The losses, which have averaged less than 2 per cent, the report points out, compare "most favorably with the commercial experience of numerous banking institutions." The report continues:

"As a result of this experience it would appear that banking institutions would be quite justified in making properly administered educational loans to rigorously qualified students in selected colleges and universities. It is the frank hope of the officers and directors of the Foundation that this development will ensue. It must be obvious that to take education out of the realm of philanthropy, where most Americans have unconsciously placed it heretofore, and to establish it on an economic plane where every student will pay adequately for what he receives, would work almost a revolution in extending the effectiveness of university work."

Teaching Tolerance

A CLEVELAND public school which is a melting-pot for a dozen different nationalities, was until recently split three ways by religious differences. Heated arguments that ended in gang fights occurred frequently on the playground, and the bad feeling of Protestant, Catholic and Jew was carried into the classroom. The school authorities finally decided to experiment with a course in religious tolerance as a possible solution. The results of this experiment have been more direct and far-reaching than anyone dared hope. Because the history work in the 7A grade centers in the colonial period, bringing together a good deal of material on the religious reasons which brought about many of the early American settlements, the religious tolerance unit was placed in that grade. It happened, also, that a good many of the ring-leaders in the playground rows were seventh-graders.

A committee of social science teachers in the Cleveland schools outlined the course. The actual teaching was entrusted to Verdine Peck Hull, a teacher of many years' experience, who obtained permission to select her first group from among the boys who had active parts in playground strife and who were considered "behavior problems" by their classroom teachers. Her class, as finally chosen, was made up of boys of Irish, Bohemian, Italian, English and German parentage, with a fair proportion of Negroes and Jews. The boys were all of "normal" intelligence. Her materials included textbook matter, graphs, maps, pictures, music, current material from newspapers and magazines, and selections from the sacred writings of the leading religions of the world.

One particularly successful project was an historical frieze or illustrated time-line made by the pupils. The line, drawn on the blackboard clear across the front of the room, was divided into two parts, B.C. and A.D., marked off into five-hundred-year spaces from 2000 B.C. to 2000 A.D. Pupils placed pictures, short original paragraphs, drawings, clippings, quotations and similar material along this line. The part representing the twentieth century became crowded with examples of religious tolerance—the local Community Fund, the relief of Japanese earthquake victims, Red Cross work, and so on. Mrs. Peck feels that

Music and pictures are, perhaps, the greatest aids in guiding young minds in the ways of tolerance. Some of the pictures we used were those of Chinese and Hindu temples, Mohammedan mosques, statues of Greek and Roman gods, the frieze of the Parthenon, oriental figures of Buddha, famous madonnas, photographs of famous American and European churches and cathedrals. We listened often to graphaphone records of religious music, including an Indian invocation to the Sun God, the Omaha tribal prayer, an ancient Hebrew priestly benediction, a crusader's hymn, Palestrina's Gloria Patri, the Greek Catholic Kyrie Kekraxa, Luther's hymn, some sixteenth century music of the Church of England, favorite Negro spirituals.

As the course progressed, there was a marked change in behavior on the playground and in the classroom. When the formal work of the unit ended, Mrs. Hull called on three of the boys who had been particularly troublesome before and asked how they now felt toward people with different religious beliefs from their own. "I feel better toward them than I did," said the first, "I know what they think may be right." "I think we all understand each other's religion more," stated the second. "We really see what it means and if you go and call somebody names about his religion you just don't know what you're talking about and that causes many fights." The third boy, Tony, had been the most belligerant troublemaker of the group. But when Mrs. Hull asked, "What about you, Tony?" he replied, "I don't think you have to bother about people's religion. If you fight about religion you can't believe in the rules of any church, because no church teaches you to be intolerant."

Children and Their Parents

SOME of the helps offered by modern mental hygiene in the training of children are made available for mothers through a study course offered by the Committee on Mental Hygiene of the National Congress of Parents and Teachers. The course is planned either for group or for individual study. It is simple and practical, written in non-technical language, and uses as illustrations problems that are familiar to parents and children everywhere. The course is arranged in eleven convenient pamphlets and one booklet which gives reading references for the entire course. The material was prepared by Dr. George K. Pratt, chairman of the committee which publishes it, assisted by Kathleen Ormsby Larkin of the division on education, National Committee for Mental Hygiene. The course is known

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as Parent-Teacher Packet No. 30, and should be ordered from the National Committee for Mental Hygiene, 370 Seventh Avenue, New York. The price is $1 plus postage, except for quantity orders. This is about half the cost of the pamphlets purchased separately.

For the New Girl

AMERICAN colleges and universities have been experimenting earnestly in an attempt to get away from the spiritual aridity which seemed in danger of following high technical standards. Most of the new plans, however, have been for co-educational or masculine institutions. Bennington College, Bennington, Vermont, which plans to open in the fall of 1931, will be in the New England tradition of a woman's college, but it aims to provide a carry-on for the graduates of progressive schools who have grown accustomed to an informal educational process. A restatement of the Bennington plan and the educational philosophy behind it has just been published (obtainable from the office of the college, 109 East 73 Street, New York City), and will be of interest to progressive teachers, to the oncoming college girl and to her parents.

Old Age of the Professor

ARE professors a spendthrift crew? Nearly twenty-one million dollars, or roughly one-sixth of the income of the Carnegie Corporation since its organization in 1911, has gone in the interest of old-age security for professors, and during its past fiscal year the corporation decided to set up by annual installments of $600,000 a fund to make it possible for the Carnegie Foundation for the Advancement of Teaching to carry out its pension program as formulated in 1922. Probably the cause of this need of the professors is the old story of inadequate salaries, and if the professor at 70 is indigent, the responsibility of providing for him should lie with his employer —the college. Of the Carnegie Foundation's "accepted institutions," twenty-seven, which include a third of the professors affected, have taken steps in this direction, while twenty-two others are studying ways and means.

Measuring Up to Our Children

THE yeasty leaven of boys and girls who are in progressive schools and colleges today is all too small, yet even that won't be in the bread of our life for ten or twenty years. And the most successful of these new schools are still feeling their way so uncertainly that their graduates too may need the supplement of adult education to measure up to another generation's standard. For while the aim of schooling should be to provide a stimulating introduction after which education becomes autonomous, this ideal is too seldom realized. The first responsibility for the continuing education of their alumni lies with the colleges, according to their own recent appraisal (Alumni and Adult Education by Wilfred B. Shaw, a cooperative study by the American Association for Adult Education and the American Alumni Council). For, as President Neilson of Smith commented, the existence of an adult education problem among alumni indicates a partial failure in undergraduate education. In the light of practical economics, it is most wasteful that the money and effort represented by a college course, should be thrown away for want of the follow-up of adult education. Moreover, American colleges depend upon their alumni largely for financial support, and a few alumni are beginning to seek more than a sentimental thrill in return. This survey and the program it urges may be the beginning of a phase in which the college will mean more to its alumni than a football team and an occasional rowdy reunion or formal tea.

All over the country adult education pushes forward in various forms. In New York the New School for Social Research is erecting a new building with four times the capacity of its old quarters. The very successful activities of the New School have been based on the thesis that the adult mind is essentially contemporary in its interests and will study the past only through the politics, philosophy, science and art of the present. The enlarged programs which the school will enter with its new quarters next fall, will include research. Many of its students have access to fresh source material unavailable to the ordinary academician, and they will be encouraged to work this over with the aid of research directors and the encouragement of a school publication.

Courtesy, The Ounce

Across the continent, the California Association for Adult Education has developed several experiments in forum and discussion groups, such as the Tulare Week End School (see History at Its Source by Hubert Phillips, The Survey, February 1, 1930, page 524). In San Diego it is making a study of the forum as an instrument of adult education, and its effect on the thought of the community. The association hopes in the future to give more attention to the promotion of groups which shall be autonomous and less to actual leadership.

The library is a convenient source of adult education, especially for those with a well-defined question. But often the very completeness of its resources makes it overwhelming. Most readers are appalled by the mass of material on even the simplest subject, to be found in a library reference catalog. To humanize source material the American Library Association in its Reading with a Purpose series, presents brief but expert surveys of specialized fields and adds bibliographies for lay readers, avoiding highly technical material. One of the most recent pamphlets in this series is Home Economics by Helen W. Atwater, which is suitable for use either by the professional or business woman plunging back unprepared into the old occupation of home management, or by the experienced but rule-of-thumb housewife who seeks to make a profession of her craft.

To Cope With the Child

THE needs of a professional but hurried interest in current material on child study, are met by Abstracts and Notes in Child Study and Parent Education, published from time to time in mimeographed form by the Child Study Association of America, 54 West 74th Street, New York City. This contains abstracts of important articles, especially from fairly technical journals; other articles are listed, as well as recommended books and pamphlets. While the bulletin is not for general circulation, workers in parent education may have their names put on the mailing list. New York teachers and parents who wish to contemporize their professional backgrounds, can do so in the Extension School of Adult Education of New York University, which offers, beginning February 10, a course in Problems of Child Welfare from the infant to the adolescent.

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WORK SHOP

Wisdom Comes to a Publicitor

By T. J. EDMONDS

THERE'S a laugh in that title. In the argot of flaming youth, "Do you know any more good jokes?" Does wisdom come? It doesn't. Emphatically, it does not. The only wisdom that comes to the publicitor is that he knows less and less about publicity. The mechanics and methods according to the mores of newspaper offices, the technique of publicity agencies, the traditions of advertising clubs, the cult of the public relations counsel—yes, we know more and more about that—or at least we think we do until we read, amazed, about Shearer.

But we never know mass psychology. We learn that we can never weather-chart the currents of public opinion set up by artificially created regions of propaganda pressure, high and low.

When we were very young we knew we knew; when a little less new in the game (no pun intended), we just thought we knew; now we think we don't know: and the graph so far plotted indicates with mathematical certainty that the final stage is one of double negatives that make not an affirmative but a complete negative.

So heading our list of observations is:

1. Humanity comes with age.

That is really all I actually have learned. However since The Survey wishes to give its readers some additional food for thought on social work publicity I venture for what they may be worth the following additional pseudo-Solomonisms:

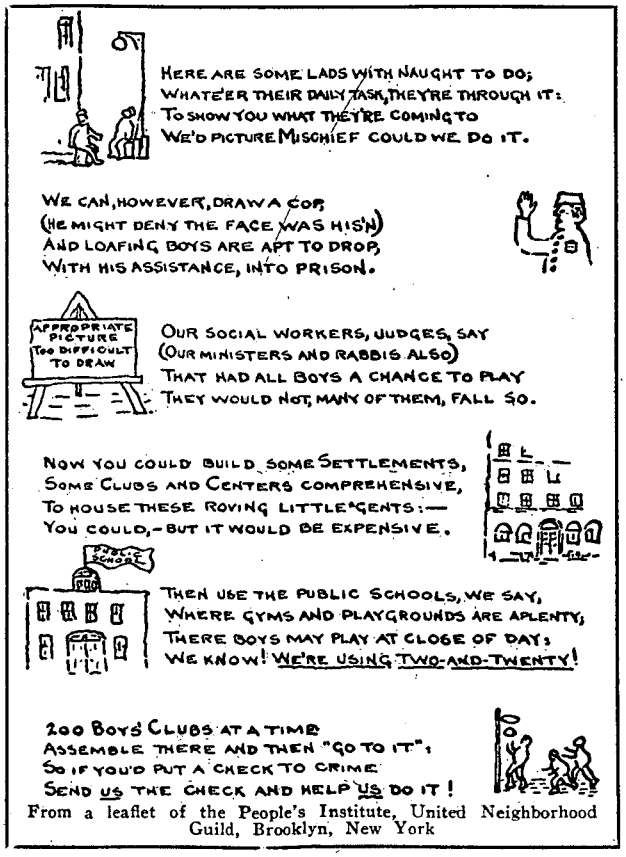
2. Wisdom in words is no proof of wisdom in deeds. Solomon wrote his proverbs but he ran after pagan gods, male and female, he overstocked on playmates and back-seat-drivers, and he ran affairs of state so that when he died of hypertrophied domesticity he left a disrupted kingdom—and a row of broken hearts.

3. Many a popular hero is a stuffed shirt created by his ghost-writer.

4. It takes a clever man to be his own press agent and not incur the stigma of being a publicity seeker. Witness, Mohammed and Borah.

5. It takes a man with cleverness amounting to genius however to be known as a gourmand for publicity and yet be considered great—witness, Roosevelt.

6. Social workers should not attempt either. Let them press-agent their organization or their cause—for that they must—but not themselves. Their president—their prominent board member—should stand on the bridge of the ship of social service while the paid executive shovels coal under the boilers.


HERE ARE SOME LADS WITH NAUGHT TO DO;
WHATE'ER THEIR DAILY TASK, THEY'RE THROUGH IT:
TO SHOW YOU WHAT THEY'RE COMING TO
WE'D PICTURE MISCHIEF COULD WE DO IT.
WE CAN, HOWEVER, DRAW A COP;
(HE MIGHT DENY THE FACE WAS HIS'N)
AND LOAFING BOYS ARE APT TO DROP,
WITH HIS ASSISTANCE, INTO PRISON.
APPROPRIATE PICTURE TOO DIFFICULT TO DRAW
OUR SOCIAL WORKERS, JUDGES, SAY
(OUR MINISTERS AND RABBIS ALSO)
THAT HAD ALL BOYS A CHANCE TO PLAY
THEY WOULD NOT, MANY OF THEM, FALL SO.
NOW YOU COULD BUILD SOME SETTLEMENTS,
SOME CLUBS AND CENTERS COMPREHENSIVE,
TO HOUSE THESE ROVING LITTLE 'GENTS:—
YOU COULD,—BUT IT WOULD BE EXPENSIVE.
PUBLIC SCHOOL
THEN USE THE PUBLIC SCHOOLS, WE SAY,
WHERE GYMS AND PLAYGROUNDS ARE APLENTY;
THERE BOYS MAY PLAY AT CLOSE OF DAY;
WE KNOW! WE'RE USING TWO-AND-TWENTY!
200 BOYS' CLUBS AT A TIME
ASSEMBLE THERE AND THEN "GO TO IT";
SO IF YOU'D PUT A CHECK TO CRIME
SEND US THE CHECK AND HELP US DO IT!
From a leaflet of the People's Institute, United Neighborhood Guild, Brooklyn, New York

Here are some other things I think I have learned:

7. Editors are human beings—except at certain hours when even a saint could not be. Avoid those times. Don't discuss family rehabilitation with the city desk of an afternoon paper at 1.59 P. M.

8. Reporters can be trusted with your secrets just as much as your private file. I mean your business secrets. You shouldn't have any personal secrets.

9. Almost any reporter can understand the ethics relating to case stories.

10. It is possible to observe social work ethics and have human interest news to offer at the same time.

11. Statistics are the best of news if properly interpreted.

12. If there is no news it can be made. Jacob says people meet in meetings not to do business but to make news.

Somewhat cynical, but true,

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sometimes—and oftener by far than it should be.

13. Avoid news breaks if possible. Don't try to compete with the world series, Lindbergh and Tunney.

14. It isn't necessary to ape The American Mercury or Rudy Vallee in order to be interesting. No social worker successfully can imitate the one—and none would want to the other. Guess which is which—this let's me out of a libel suit.

15. At one and the same time the general public thinks the following pairs of thoughts about social work and social workers:

Social workers are puritans
S. w.'s are bohemian

Social work is cold and statistical
S. wk. is sob sister stuff

Social agencies are stingy
S. a.'s pauperize

Any one who loves children can be a social worker
The A.A.S.W. is a trust of technicians

Social work executives are time-servers, pussyfooters, and opportunists
S. w. executives have the martyr complex—they can never rise above their principles

Social work interferes with the law of natural selection
Social work keeps the poor off the backs of the rich

There is too much overhead
There is not enough head (work)

Social workers have no sense of humor
Strike out "of humor"

Yet I have learned that the social worker who thinks that the major part of the thinking public thinks any of the above is either mentally astigmatic or hasn't slept well last night. The public has faith in social work—the public thrills with the thought of your humannesses and even enthuses at the tale of your technique—if you can tell it well.

16. I have learned that I can not forecast the number of clippings a news story will yield. My best stories—the ones I viewed with pride—have turned up in Leon Whipple's clip sheets as horrible examples for use at a publicity clinic. Monstrosities whose paternity I wished to deny have sometimes sailed gaily on the high seas of editorial favor into the snug harbor of the reading public's approbation.

17. I have learned that I can not write a direct-by-mail selling letter for anyone else. A missive that violates all the Routzahn rules and all my own publicitarian prejudices may express the personality of the local chairman who wrote it and ergo make the high-return-per-letter-cost class.

18. Once when I was lecturing at a state university on social work publicity—its practical aspects—a nice young professor in the sociology department, out of optimism, or altruism or sheer recklessness, invited me to address his class in "Public Opinion." I did. I opined that I didn't know what public opinion was, I didn't think any one else did, and I doubted if there was such a thing. After the professor backed by textbooks had spent a semester teaching the nature of and rules governing public opinion my remarks were in bad taste, no doubt. It is safe to say I will not play a return engagement.

So my concluding observation is that no social worker should discuss sociology and no publicitor should discuss publicity.

How Large the Institution Cottage?

By H. W. HOPKIRK

IT seems only sensible that the population of a cottage in an institution for children should be sufficiently limited to permit the cottage mother to develop an understanding of each child under her care. It is easy to secure opinions on this subject, but no individual or organization has made enough study of the operation of cottages of different sizes to warrant any critical conclusion as to just how small a cottage group must be in order to allow the cottage mother to function most effectively. Only within recent years has there been any tendency to get away from the tradition of dormitories and to build cottages for as few as twelve or fifteen children. And certainly no one knows whether a capable woman with the aid of modern conveniences will do better with a group of six children than with a group of twelve.

I know of no place where the cottage groups are as small as six. Probably not more than ten institutions for dependent children have cottages for as few as eight or twelve. A few units house fifteen, eighteen or twenty, but the big majority of the 1,500 institutions for dependent children in the United States operate with congregate or cottage units for twenty-five or more children. Sometimes these "cottages" accommodate sixty or eighty children. Most of them should be declared obsolete.

American efficiency has been at a low ebb in the planning of institutions for the dependent and neglected. Anyone who will take the time to visit the ten institutions for children nearest his home will see plenty of evidence of inferior work which is due in part to unreasonably large cottage or congregate groupings.

With a cottage group of 25 or 30 children, even if the woman in charge has an assistant, there are few occasions when a child will find himself alone with the cottage mother, which means that the child must get along without those confidences which mean much in family homes, whether it be about table manners or bedtime prayers.

We cannot talk intelligently about the size of cottages without giving attention to the cottage mother. She, more than the superintendent, carries the responsibility for applying the treatment prescribed by physicians, psychiatrists, juvenile courts and other specialists. The complacency with which we allow incompetent women to fill this position is one of the greatest scandals of modern social service. The roots of the scandal are the wretched working conditions imposed by respectable boards of trustees, conditions which most intelligent women will not tolerate; and the worst of these conditions usually is the excessive number of children assigned to each woman.

For a detailed discussion of this subject it would be necessary to review the advantages and disadvantages of various institutional arrangements. These would include (1) congregate or cottage kitchens and dining rooms, (2) centralization or decentralization of sewing and mending, (3) various types of age grouping in cottages, (4) the separation of the sexes or the inclusion of both sexes in one cottage, (5) one-story cottages with the advantages of simpler supervision, decreased fire hazards and elimination of stair climbing, and (6) the need for single rooms as well as dormitories. All of these problems bear upon the amount of load a cottage mother can carry effectively and, with other factors, will help determine the most desirable size of cottage.

In some instances the rapid turnover among cottage mothers is an indication that twenty-five or thirty children are too many for one household. It is a wonder that this turnover is not

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more rapid with sensitive women trying to mother so many motherless children. But even worse is the lack of turnover among those who are unfit for this work. In any large institution the executive, if honest, will admit that in large cottages the women who stay with their jobs usually are not very sensitive and that an outstanding characteristic among them is the ability to institutionalize the activities of the children. With sufficient repression of the children by a cottage mother toughened by emotional callousness, even forty or sixty children may live in one house without getting on her nerves. There is an occasional exception, but usually the long-time institutional employe is your best evidence of the emotional barrenness of institutional life for most of the children who endure it. And don't forget that there are 150,000 dependent children in institutions in the United States. If we add those who live in institutions for delinquents and various physical and mental defectives, the number is more than 250,000.

Often I wish it were convenient to require the architects who plan institutions and the trustees or directors of these institutions to try for themselves the task of caring for twenty-five or thirty children under one roof—either in their own homes or in the cottages which they provide at their institutions. It is these architects and trustees who like to advance the argument that cottages must be large because smaller cottages would be too expensive to build and operate.

This introduces us to one of the worst fallacies which burdens American thinking in various fields of service to children. Usually I find the fallacy phrased as follows: "If we increase the number of children we decrease the per capita capital expenditure as well as the overhead of operating expenses, and make large savings in the wholesale purchase of food and other commodities." To a considerable extent this is not true. But of still greater importance than such savings is the inevitable price of wholesale methods in work with children. Each increase in the size of a group is accompanied by the decrease in the understanding of each child and his problems. The per capita cost of operation is just about as cheap with a cottage for eight or twelve as with a cottage for twenty-five. And there will be very little difference in the costs of construction. Certainly if we measure the quality of service which the money secures, the smaller cottages are apt to have a balance in their favor. But these are some of the generalizations which it is difficult to support because of the limited number of small cottages to be observed. Also we are embarrassed by the fact that hardly any of these cottages have been operated long enough to permit sufficient critical observation. From my own employment in an institution for dependent children and from observations of both large and small cottages in operation in other institutions which I have visited, I am confident that institution cottages should be limited to a capacity of twelve children. But whether this number should be reduced still further to ten, eight or six, we can learn only from future observations of the experiences of cottage mothers and children.

From the experiences of progressive schools we know that children develop more rapidly and probably more completely where the groups are limited to fifteen rather than thirty. In summer camps we try to have one counselor for each group of from three to eight children. From families we secure precedents as to the size of groups most desirable. As for institutions themselves, cottages for twelve or less may be observed in the vicinity of Detroit, New York and Philadelphia.

Personal Conduct and the Social Work Job

Chicago social workers recently asked themselves 174 questions of professional ethics. A review of their answers was published in the January Midmonthly Survey. In this issue four well-known social workers discuss one of those questions: Should a social worker's personal conduct in private life influence her professional standing? Douglas P. Falconer is executive secretary of the Children's Aid Society of Buffalo. Sarah B. Schaar is chairman of the Chicago chapter, American Association of Social Workers. Arthur A. Guild is director of the Richmond Community Fund. Kathleen Ormsby Larkin is vice-president of the American Association of Psychiatric Social Workers. In succeeding issues other questions will be considered.

Personal Freedom a Right

By DOUGLAS P. FALCONER

A SOCIAL worker has, or should have, an individuality, a personal life, independent of his job. He is a human being, a citizen, a member of a family group, a person with ideals and preferences, interests and emotional needs, which require and are entitled to expression in the community.

If this expression results in bizarre or extreme behavior, outraging the community's sense of decency or propriety, the social worker will suffer, as would the representative of any other profession or group under similar circumstances. All must conform sufficiently to local folkways or be prepared to face the resultant criticism.

But aside from immoral or other extreme behavior, the social worker is entitled to the widest possible freedom of individual action. This freedom is a right, not a privilege, and should be respected and upheld by fellow workers. It includes the right to opinions on public questions, and expression thereof. The social worker should be able to take his stand on controversial issues, such as birth control, without any jeopardy to his professional standing. As a matter of good judgment, he should not be impetuous in such matters, nor should he take a determined public stand unless he has reasonable expectation of accomplishing some commensurate good.

Each situation must be judged on its merits, and no large generalizations are helpful. But as we become increasingly aware of the ethical implications of our work, and more clear-sightedly loyal to the principles involved, I expect to see greater recognition of the rights of the individual and more wisdom and courage in the exercise of those rights.

Total Personality Counts

By SARAH B. SCHAAR

I WISH the Chicago questionnaire on professional ethics had included the question: Does a social worker's personal conduct in private life influence her work? My answer would be "Yes"—because the total personality of the worker is the transferance medium for any professional experience she brings to

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bear upon the situations under her care. I should place a categorical "No" after the question: Should a social worker's personal conduct in private life influence her professional standing? This latter question implies an instrument for judging the relation of a social worker to her professional standing which I should not like to see employed. (I am assuming that the "personal conduct" is indeed sufficiently "private" to escape the attention of her clients.) I do not believe that our present knowledge of social experience provides a standard for conduct which should be common to all people, in all particulars.

Are We Willing to Pay the Price?

By ARTHUR A. GUILD

THE important question is: *Does* a social worker's personal conduct in private life influence his or her professional standing? I believe that it does. The personal conduct of a lawyer, minister, doctor, or any other person who depends on public support for results in his work, will affect his usefulness.

The question each of us must ask himself is: Am I willing to pay the price if I conduct myself in a way that hurts the effectiveness of my work?

Social workers, like other people, hold various religious beliefs. So it not infrequently happens that a social worker finds himself in a community where his religious belief is unpopular or unrecognized. He must, however, face the question of joining a church, popular in the community, for professional reasons or pay the price of community criticism. The problem then resolves itself into paying the price of community disapproval or losing one's self-respect.

May a social worker take part in politics? I believe he may if the political issue is one that will influence social conditions. However, in publicly supporting one candidate over another, the social worker must consider what effect doing so will have on his usefulness and then decide whether he is strong enough or willing to pay the price.

Different positions in social work in varying types of communities will make the price differ if a social worker offends public opinion. In other words, the price a community chest man in a city of 150,000 would pay is greater than the price a social worker in Boston or New York would be required to pay.

A social worker should also consider the price the profession in his community must pay if he conducts his private life in such a way as to have a destructive effect on social work.

The best way to conduct oneself as one wishes is to change public opinion first and act afterwards.

It Depends On the Kind of Job, Too

By KATHLEEN ORMSBY LARKIN

SO long as the social worker's private life does not affect her work, it seems to me no concern of her profession. But there is a wide range of possibilities to consider. In one locality private conduct has no observable relation to job efficiency. In another it is extremely important. Also private conduct may or may not seriously affect one's work, depending on the job. For instance, lack of interest in rotary club membership, or a ballot cast for a Democrat, might under certain conditions have serious consequences for an executive but none for a case worker.

If a worker feels that a board or a community is unjust in objecting to his behavior, he can try to win them over to his point of view, or he can ask to be released. The field is broad and he can find some place to go where his conduct and his ideals will not clash with those of others. On the other hand, a board could be equally frank in stating its position. Where there is real conviction on the part of the board that the worker's conduct is affecting the work it has a right to say so.

Personally I feel that the less we judge others on the basis of their private affairs the better. There are so many factors to be taken into account that unless we know the situation intimately we are likely to form poor judgments. Yet I feel that there is great need for integrity in the personal life of the social worker. Integrity makes for character, character influences in a round-about way professional standing—for in such a field as social work, character is a part of equipment. Especially in case work is character essential and hypocritical attitudes will eventually show. It is not a question of whether personal conduct through its affect on character *should* influence professional standing; it *does* influence it because character is an essential part of the social worker's equipment.

Church going, flag waving, ku-kluxing should be personal matters, not official acts imposed on social workers. Social workers probably have been freer as a group than school teachers from such persecution into conformity. Personal relations between boards and executives may be close or otherwise. I am inclined to think that professional relations, being undoubtedly far more important, should be emphasized instead of personal relations under all possible circumstances—for the sake of safeguarding the social worker's privacy.

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

When Reproducing Diagrams

RALPH G. HURLIN, director of the Department of Statistics of the Russell Sage Foundation, writes:

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Similar processes available in various cities are the zincograph process and the plano-graph process. These processes in addition to photostating and proof-printing, may be used to reduce a large table to small compass or a small table or chart to larger dimensions. Study the resources of your community as revealed by the classified directory of your telephone book and you probably will find some interesting and economical way of providing copies of material for your boards and committees at very low cost. Do not forget the advantages which lie in mimeographing and ditto copying in your own office.

Saving Paper

WRITE to the S. D. Warren Company, Boston, Massachusetts, for Booklet No. 5, 1927, The Warren Standard, which describes a standard series of booklet envelopes and printed pieces that cut without waste from four standard paper sheet sizes; making possible seventy mailing combinations. The booklet photographically describes the use of this material in three different kinds of mailing machines. The booklet itself is an excellent piece of typography and illustration which might well serve as a sample for social service publicity.

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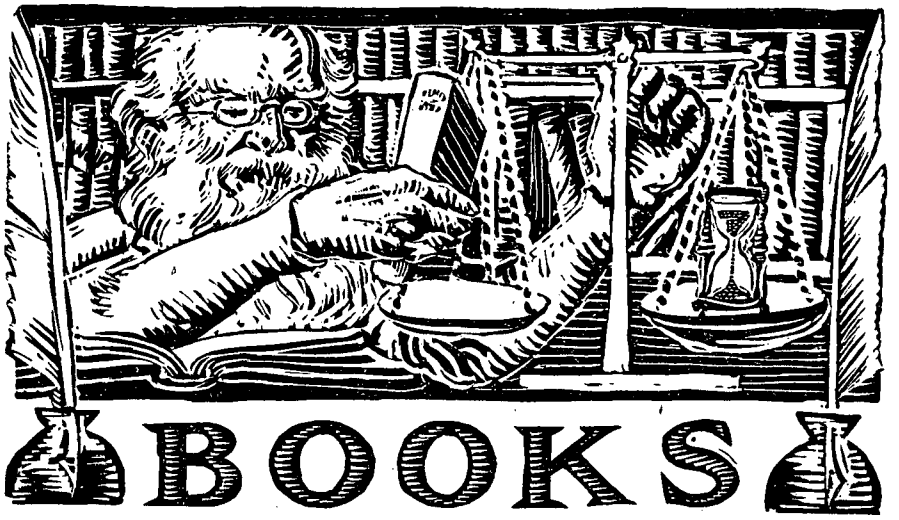

An Army Against Unemployment

COXEY'S ARMY, *by Donald L. McMurry. Little, Brown. 331 pp. Price $4.00 postpaid of The Survey.*

UNEMPLOYMENT—1930: presidential conferences of captains of industry and finance, government construction programs, scientific planning of production, responsibilities of employment gradually being shifted to industry—industry loath to accept them but feeling the increasing pressure of underconsumption and limited markets—increasing "technological unemployment!"

Unemployment 1893: long armies of unemployed, shut-down factories, identification of the unemployed with hoboes and tramps, passing the buck of responsibilities, each for himself and the devil take the hindmost. Coxey's army, the petition in boots of the jobless, a plea to "Washington" to start good roads which would furnish temporary employment, wild panaceas for spectacular reforms—starvation and misery!

How far have we come? It is a question that assumes startling significance as one reads Mr. McMurry's recitation of the saga of the Coxey's Army movement and the role it played in American economic history. The study is a contribution to Americana, for this was an indigneous movement of revolt against economic insecurity, a movement of "frontiersmen or the descendants of frontiersmen who were self-reliant, knew what they wanted, and adapted available means to their ends, without being much embarrassed by consideration for the fine points of the law." In the membership of the army was to be found the mystic, the fanatic, the social reformer, the crack-brained American ballyhoo, the hybrid sensationalist and believer in social reform. But there were also the skilled American artisans whose skill was even then being broken up by the machine technique.

Coxey's Army started from Massilon, Ohio—a small band of men led by Coxey, a social reformer who rode in a horse and carriage, accompanied by a number of newspaper reporters a commissary which needed replenishing at each town, and the acclaim of an interested and amused public. There was more than one army bound for Washington to secure redress from unemployment. The picturesque march of Fry's Army and of Kelly's Army trekking across the deserts and flat lands from California, stealing freight trains in order to make progress, camping outside of large towns, and begging for food and a chance to work, is indeed a phase in the history of the American worker's pursuit of the "means of happiness." The mottoes and shibboleths of this movement were different from those of the "revolutionists" of today. Theirs was a peculiar type of realism and Jeffersonian democracy, coupled with an attitude of bitterness toward Big Business. It was something to be fought, that could be fought, in fact, and farmers, middlemen, and skilled workers sympathized with the march of the revolters against the many-headed monster.

Mr. McMurry may be accused of underestimating the economic depression of the period and its effect upon the workers. It may not be his fault, for much of his material comes from the newspaper reports of the period and they always ridiculed and scoffed at the armies of unemployed. But the study is a vivid picture nevertheless of what an American economic revolution may look like. THERESA WOLFSON

Brooklyn, New York

Be Quiet and Be Healthy

THE HEALTHY MIND, *edited by H. B. Elkind. Greenberg. 270 pp. Price $3.50 postpaid of The Survey.*

THIS book is an encouraging sign of the times. It shows that while the 10 per cent of truth in Freud's writing is surviving, the 90 per cent of error has been forgotten so that this book can hurt no one. There is nothing in it about dreams and Oedipus complexes.

Its chief defect is that there is hardly anything in it about hygiene. It is an account of certain types of mental pathology, with the symptoms and case histories of mental and nervous disease. I have listed below almost every sentence in the book that tells how to prevent or alleviate such disease. With one of the eight writers represented, I had to construct hygienic advice by inference from the text, in order to find even fifteen words of it.

Dr. Thom: We need a little more effort and encouragement and a different attitude on the part of teachers, parents and others.

Dr. Walsh: Contemplate beauty in nature and art. Have religion.

Dr. Bowman: Face problems of daily life frankly. Don't evade them. Keep interested and occupied in worth-while activities, so that one has no time to devote to worry or unpleasant emotions.

Dr. Moore: When you've done wrong take the blame and avoid praiseworthy excuses. Work hard, criticize yourself honestly and make personal sacrifices.

Dr. Myerson: Avoid fatigue, linger in the fields, pick flowers, talk to the farmers. Don't build your purposes too far beyond your abilities. Don't be finicky.

Dr. Anderson: Form habits that insure satisfaction and pleasure in the effective performance of your job.

Dr. Richards: Get a job that is not beyond your intelligence quotient. Live in a harmonious family.

Dr. Jastrow: Relax, control your muscles. Avoid anger, fear and internal conflicts.

Most of this seems to me sound, so far as it goes. The chief out about it is that it preaches the Babittian or Main Street

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morality: "Stand pat. Don't be radical; don't make a disturbance of any kind. Be quiet, orderly and law-abiding." This is good advice for a certain fraction of mankind—the obstreperous, complaining folks. But for the complacent, lazy-minded, imitative people—who are certainly not rare in America, it is a poisonous doctrine—or would be if it reached them. For many Americans, as Dr. Walsh says, it is hard to think; "it is so *much easier to take suggestions.*"

Psychologists and psychiatrists, because they are so unconscious of the fact that they are preaching ethics at all, are apt to preach the ethics of "stand pat," which is the modern phrase for remaining content with the station in which it has pleased God to place them.

RICHARD C. CABOT, M.D.
Cambridge, Massachusetts

Does It Work?

THE INSIDE OF PROHIBITION, *by Mabel Walker Willebrandt. Bobbs Merrill. 347 pp. Price $2.00 postpaid of The Survey.*
TEMPERANCE OR PROHIBITION, *by Francis J. Tietsort. Hearst Temperance Contest Committee. 397 pp. Price $1.00 postpaid of The Survey.*
DRINK: COERCION OR CONTROL? *by Rheta Childs Dorr. Stokes. 330 pp. Price $2.50 postpaid of The Survey.*

MRS. WILLEBRANDT'S book might, perhaps, deserve to be entitled A Dialectical Apologia of Prohibition. She makes no attempt to minimize difficulties that surrounded her during her eight years of effort to enforce national prohibition and discloses very frankly why it was that her persistent attempts at enforcement came to naught. She apparently tries to convince herself, as well as her readers, that prohibition admits of reasonable enforcement, provided all of the present difficulties are removed. She makes such a good case for the longevity of the obstacles that blocked her path that she leaves the reader inclined to believe that enforcement is impossible.

Mr. Tietsort bases his book on the results of the Hearst Temperance Contest and it contains, besides the prize-winning plans to promote temperance, a compendium of statistics and information about the working out of the prohibition law, which will be found useful to all those who feel that we must adopt some other plan than the present if we are to bring about the restoration of temperance.

Mrs. Dorr makes a careful analysis of the systems of liquor control now in operation in other countries. She analyzes also the situation that existed in the United States before we adopted national prohibition, and adds a statement of subsequent developments in our attempts to enforce our experiment. While she fails to advocate any definite plan as a substitute for national prohibition, she points out in her closing chapter the various phases of liquor traffic which we must consider and what restrictions the people are ready to accept as reasonable. Her exposition of the problem calls for careful thought by citizens who are neither fanatical "wets" nor fanatical "drys" but who wish to know conditions and what remedies, if any, are practicable.

AUSTEN G. FOX
Chairman of the Board, Moderation League, Inc., New York City

Blood on Crystal

THE LOST CHILD, *by Rahel Sanzara. Longmans, Green. 359 pp. Price $2.50 postpaid of The Survey.*

ON a vast farm in Germany during the latter part of the last century, Christian Scheffel, tenant holder, lived in peace with his family. Like a patriarch of old he watched tenderly over the lives of that small world clustered within itself. The rhythm of their days was one with the quiet pulse of the wheat-land; contentment and prosperity dwelt amongst them. Suddenly their serenity was forever shattered by the disappearance of Anna, beloved child of the Scheffel's, while in her place came sorrow and desolation to destroy them, to lay waste the land.

The tragedy with its mystery centers about the murderer and the far-flung shadows of his deed done under the spell of blood lust. Pellucid as a crystal that mirrors life, Sanzara's limpid style makes clear a dual nature, tracing the forces of good and evil back to their origin, shaping the conflict of two selves that blindly struggle in a soul already doomed. Victim of the taint of inherited violence, the young murderer seems no less a prey than the child murdered.

In the light of psychiatry and modern therapy this book has significance. We get a rich account of an unstable make-up, together with factors that influence a child's life by stimulating or thwarting the personality. Though inheritance here is abnormal, it is of considerable interest to approximate the part played by heredity, and to what degree environment is responsible for the development of the compulsion into psychopathic episodes. For despite these distinct psychotic attacks—so unlike his usual state as to be quite beyond his own understanding—what hopeful future might there not be for a similar case if dealt with by those aware, before anti-social trends crystalize into crime? In consideration of the view that "criminality is neither a sporadic phenomenon nor yet an expression of inborn traits" such a book, apart from poetic truth, stimulates thought.

HALLE SCHAFFNER

Not "Just Politics"

THE OTHER SIDE OF GOVERNMENT, *by David Lawrence. Scribner's. 285 pp. Price $2.00 postpaid of The Survey.*

FEW Americans appreciate that the work of our national government continues without interference regardless of who is in the White House or to what political party he belongs. For example, despite the fact that the American president is the most powerful governmental executive in modern democracies, things went on about as usual during the illness of President Wilson after the war. In other words, what might be termed the business side of government far outweighs the political side when it comes to everyday services for which government is responsible. Certainly it is clear that members of the cabinet, holding office for short periods as a rule, must depend upon the knowledge and experience of those who have carried on the administrative work of the government in the past. The top crust may be a bit thicker or thinner but the governmental pie itself turns out about the same no matter who the chief cook be.

It is this continuing aspect of government with which Mr. Lawrence is concerned. He sees the United States government as "the biggest business in the world" and minimizes the play of politics except insofar as it enters into legislative compromising. As the author declares in the foreword, the book is an effort to express the spirit of governmental activity rather than its functions. There is little in Mr. Lawrence's book for the student of national administration. Generally speaking, the author stops just about where close thinking starts, with respect to such problems as an efficient bureaucracy versus a stumbling democracy, delegation of legislative and judicial power, finality of administrative decisions, and similar questions. This is not a serious criticism, however, if, indeed, it is a criticism at all. When a gunner hits the target at which he aimed we do not find fault with him for poor marksmanship. The book clearly is directed at the man who is unfamiliar with government. As the editor of The United States Daily, Mr. Lawrence is in a good position to fill this need. He knows his subject, yet has the newspaper sense of what is interesting to the man who knows nothing about it.

Into clear relief the author throws the fact, too little realized, that 80 per cent of the taxpayers' dollar going to the national government is paid out for war expenses—past, present, and future. Interesting also is his comment after many years as a writer in Washington, that "those who study Congress at

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close range learn to respect its procedure as the best compromise thus far developed." Such comparatively recent extra-constitutional bodies as the Radio Commission, the Interstate Commerce Commission, the United States Shipping Board Merchant Fleet Corporation and the Federal Trade Commission are discussed briefly.

The book undoubtedly has a place in the realm of popular reading. To all too many of us is government "just politics."

National Municipal League HOWARD P. JONES

The New South Takes Stock

THE NEGRO IN RICHMOND, VIRGINIA. *Report of the Negro Welfare Survey Committee. The Richmond Council of Social Agencies.* $1 *a copy postpaid of The Survey.*

NOTHING could be more indicative of a progressive or changed social attitude than this quite comprehensive study by the combined social agencies of a famous, but for that reason, most orthodox southern community of the conditions and social welfare needs of its relatively large Negro population. Objectively approached, cooperatively conducted, and jointly endorsed as far as its constructive recommendations go, it is of far more than local or technical significance. It is an evident and welcome sign of a new social conscience and a new public policy.

There is more than a meagre statistical cross section picture of the Negro population in this study. For example, attitudes and reasons for and against labor unions are given as well as figures about union membership; health conditions and crime delinquency are investigated from the double angle of the white physician and judge and the Negro professional or volunteer worker. And the report has no need to be apologetic about its apparently simple and practical approach. Too many surveys are heavy with facts and figures and weak on direct diagnostic and remedial suggestions. The recommendations that the survey be considered primarily a "general guide to the understanding of the welfare needs of the Negro in the city" and that the study be continued through a permanent sub-committee of the combined welfare agencies of Richmond are of the greatest practical import. Clear-cut recommendations, without apologetic trimming, on things that must undoubtedly be precedents for most southern, or for that matter, most American communities—Negro policewomen, standardized pay for paid Negro social workers, standardized Negro schools, and the like are given with all the obviousness of fair and scientifically estimated human needs. The spirit of this survey points the way to a new social welfare program in the South, and therefore, of a great new hope on the horizon of the race question in particular and social advance in general.

Howard University ALAIN LOCKE

This Man-Animal

HUMAN HISTORY. *by G. Elliot Smith. W. W. Norton. 472 pp. Price* $5.00 *postpaid of The Survey.*

THERE are two extreme theories about the origin and spread of culture. One group of anthropologists believes that, due to certain uniformities of the human mind and body as well as uniformities in the environment, many if not most traits of culture may have separate origin among different peoples not in contact. The other group of anthropologists holds that if the traits are similar it is evidence that the widely separated peoples were once in contact. They believe that all cultures, like all races, can be traced to a single source. A third group of scholars takes a position midway of these extremes. G. Elliot Smith of the University of London (look up his degrees and pedigree in Who's Who, if you want to be impressed) is the outstanding exponent of the second group of thinkers, the diffusionists.

Since Smith does not seem to be writing for his learned colleagues in the profession we need not enter into the merits of the two theories. It is enough that this is his argument for diffusion, so much of an argument that anthropologists will not give it much serious thought. This does not mean that the book is without scholarly merit. It is packed with information, but selected information. Its chief merit is its entertaining style. It reads like fiction. Such a story of human evolution has not come from the press in a long time, if at all. Smith has strained himself to bring together all the links of the chain of evolution, and even if some of them are hazy, he has shown a pretty clear line running from the Nordic back to the baboon. Some recent findings on localization of function in the brain may in time shake his graphic description of evolution as far as that organ is concerned. We are not so sure now that the brain evolves by adding specialties and that these are localized in specific areas. However, that is but a detail, as many other criticisms that might be raised, are but details. Taken as a whole the book is about as refreshing a development of racial and cultural history as we have; indeed, it is so far above Wells' Outline of History that there is no comparison.

Seth Low Junior College NELS ANDERSON

Primrose Path of Virtue

TEMPTATIONS TO RIGHTDOING. *by Ella Lyman Cabot. Houghton Mifflin. 311 pp. Price* $2.50 *postpaid of The Survey.*

EVERY suggestion of this book is on the constructive side. How shall we have friends? Be worth knowing? The rewards of life are for those who can strengthen themselves through effort. The disciplined soul is a joyful soul.

The teaching of this book is to make the most of opportunity, but no book was ever more fertile in suggestions as to how this can be done. "It is often stated that improvement should be made by sheer will. By will surely, but by will aided and equipped, not by bare will." The author shows us how to equip will. She shows us how to vitalize the will by responsibility, by beauty, above all by appealing to the interests of youth.

Mrs. Cabot shows her wisdom as an ethical teacher in her emphasis on the fact that sympathy, essential as it is, is not enough. One must have insight to see beyond the present situation. This she sums up in the beginning of the chapters on Immanence and Transcendence. "By immanence I mean full sympathy both with the person and with the situation. . . . By transcendence I mean the use of imagination and memory to pass beyond the confusion of an immediate situation. Immanence says, I see just where you stand. Transcendence says, I look beyond for your road."

One of the most interesting things about this book is the way it rises above many current oppositions of thought and gives us constructive syntheses. "Are we to follow a 'democratic' faith and allow children to manage their own lives or are we to direct them?" This book answers emphatically, Neither. It tells us to find the truth which both want to obey, to listen to the command beyond ourselves, to appeal to the right we both serve. Is the author optimistic or pessimistic? Whichever it is, life is worth while. This is the chief feeling we have on putting down this book. We are convinced of life's infinite opportunities and of the power in ourselves to make these opportunities bear fruit.

Boston M. P. FOLLETT

The Long Course of Religion

RELIGION, WHENCE AND WHITHER. *by Clifton Macon. Association Press. 101 pp. Price* $1.25 *postpaid of The Survey.*

HERE is a volume of five addresses, all of them alive with scholarship and insight, and all of them readable and provocative. The book is intended for study groups, and for lay reading; but preachers will hunt awhile before they discover more meat packed into less space than this. The five

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titles are: The Bible—what it is; The Bible—how to read it; The Church—how it came to be; The Creeds—how they developed; and The Next Reformation. The author is an Episcopalian who believes the findings of critical scholarship as to the Bible; who declares himself willing to make wide concessions for the cause of Church unity; who thanks his God that the Athanasian Creed ("to what lengths of intolerance the dogmatic spirit will go!") is not included in the American Prayer Book; and who expects to live to see great progress in a new reformation. I am trying to indicate that this is a mighty good book to own and to read.

Longmont, Colorado CHARLES STAFFORD BROWN

Country Sociology

PRINCIPLES OF RURAL-URBAN SOCIOLOGY, *by P. A. Sorokin and C. C. Zimmerman. Henry Holt. 652 pp. Price $3.60 postpaid of The Survey.*

THIS book, largely written and obviously generally influenced by Professor Sorokin with his Russian background, might be entitled Comparative Rural-Urban European Sociology, for it is little concerned with American life. The categories of three parts, viz. Bodily and Vital Traits, Psychological Processes, and Culture, are virtually borrowed from another recent rural sociology. Two more parts deal with the Rural World and the Farmer and Population Movements. The authors have abstracted a wealth of literature and data and assembled the material in a well documented volume which becomes a valuable reference and guide to source studies in several languages claiming to be a summary of a larger source book in preparation.

Cavalierly dismissing all other works as mere collections of various data pertaining to rural life, these writers say theirs is to be "a rural sociology." What is this real rural sociology to be like? They tell us that it is to be chiefly applied general sociology, which is described as the study of the repeated and constant in all social phenomena. Although many will dissent from their notion, the authors may be accorded a right to it The treatise subjects the formulas and theories of sociologists on rural-urban life to critical analysis. Few generalizations pass unchallenged. Mid much din and uproar these Philistines fall upon the "theorists" as for a mighty killing. But when the noisy barrage of threats, figures, interminable "interpretations" and generalizations has been laid down, one discovers only a few minor casualties have been inflicted. The book's major error, however, is probably a failure to distinguish carefully between Old and New World rural sociology. Thus the uniqueness of American conditions escapes recognition and vitiates certain conclusions, as in chapter twenty.

On the whole, the reviewer finds nothing in the book not already well known. It proves nothing new and disproves nothing old about American country life for all of six hundred pages of elaboration. NEWELL L. SIMS

Oberlin College, Ohio

Professors as Hired Men

COLLEGE CONTROL IN MICHIGAN, *by John E. Kirkpatrick. The Antioch Press. 218 pp. Price $1.50 paper, $2.00 cloth, postpaid of The Survey.*

THIS little book is much broader in scope and interest than its title would suggest. It should be read and pondered not only in Michigan and not only by persons especially interested in colleges but by Americans everywhere who have any concern for the vital inter-relations of education and democracy. Narrowly considered, its theme is the trustee-president form of government peculiar to American colleges and universities. After an initial statement of his thesis, Dr. Kirkpatrick proceeds by reviewing at length the recent sensational upheavals at the University of (*Continued on page* 602)

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COMMUNICATIONS

Housing at the White House

TO THE EDITOR: It is difficult to understand why housing is not given a position of greater prominence in the program of the White House Conference on Child Health and Protection. In the statements which have been issued from Dr. H. E. Barnard's committee, practically every factor of major importance dealing with child welfare has been included in the scope of committee work: "Medical service, public health administration, education and training, the handicapped child, and public relations." Many specialists including obstetricians, anthropologists, dentists, psychologists, psychiatrists, and sociologists, are going to turn their attention upon the child so that the country may have the latest available information as to the developments in these fields. But apparently the basic influence of environment as determined by sanitation and hygiene in the home and surrounding areas is to be relegated to an unimportant place in the agenda outlined for research.

One scans the list of sections and sub-sections, and their personnel in a vain effort to find the word housing or the names of housing specialists. It is unfortunate that factors which are so prominent as predisposing causes of disease, dependency and delinquency should be given an insignificant place in the study of the conditions affecting child life and welfare.

Social case workers engaged in solving family problems, hospital social service workers, specialists in the fields of juvenile delinquency, tuberculosis prevention, and case workers dealing with the problem of the unmarried mother, are thoroughly acquainted with the influence that inadequate and defective sanitary equipment, inadequate ventilation and deficient natural illumination, overcrowding, the lodger evil, and the other pronounced defects of subnormal housing in urban and rural areas have on the development and accentuation of their problems.

Social surveys in slum areas clearly point to the heavy toll levied upon childhood by such conditions, and demonstrate their dangers in the period from infancy to adult life; yet the White House Conference overlooks this whole field in mapping out its program. At best, such attention as will be given to the subject will be focused in a section on family education. Even here the chief concern will be with equipment for the child in the home.

The country needs to know just what part environmental factors play in the life of the average urban child in the low wage earning class. Moreover, it needs to have these factors brought out in connection with other major factors affecting child life, and in such manner that their relationship to child problems will be clearly defined. This can only be done through a section or sub-section dealing specifically with housing in its relation to the child.

It is the purpose of the President, according to his message to Congress, to hold a White House Conference on housing, some time in the future. Presumably, such a conference will have as its major concern those larger factors in the solution of housing problems which are receiving the attention of housing specialists, and it will be broader in its conception and more thorough in its work. But even so, the promise of such a conference does not justify the subordination of this problem in the present program for the study of child health and protection.

Housing specialists from Massachusetts to California have strongly urged Dr. Barnard and his Committee to give this subject a more conspicuous place on his program, but the only response has been that it will be considered by the various committees. Those who have made housing problems their life work and who presumably should be equipped to render advisory service are conspicuously absent from the lists of research workers and advisory committees. It is hoped that it is not too late for Dr. Barnard to rectify this minor defect in an otherwise broad and comprehensive program.

J. A. MACCALLUM
President, Philadelphia Housing Association

Upton Sinclair and Pity

MY DEAR LEON WHIPPLE: My wife hands me your article in which you characterize my books as "lacking in pity and aloofness." She adds the comment that it is a strange statement, since these are incompatible qualities.

My own comment would be this. Pity for whom? For oppressors, or for their victims? I wonder if you really think there is no pity in The Jungle. I wonder if you think there is none in Boston.

Criticism appears to be a highly inexact science. Seeking to profit by the advice of my critics, I find them making diametrically opposite statements about everything I write and every aspect thereof. But it seems to me there are limits of inexactness beyond which criticism ought not to go. My own opinion would be that if there is any one quality by which my writing in general is characterized, it is pity. I doubt if there could be named any writer in the world about whom that statement is more certainly true.

I think what probably deceives you is that I don't let my pity become maudlin. I believe that the evils with which I deal are definitely removable. They are the result of human actions, and it is necessary to be stern in insisting upon this point, and upon the definite responsibility of organized society for the evils it perpetrates and maintains. This causes my work to have an aspect of pitilessness, to those who benefit by the evils and who don't intend to change them. Often they don't even realize their responsibility, and so they are bewildered by an attitude of sternness which they have not encountered hitherto. They can understand pity which has no purpose, but they cannot understand pity combined with a social diagnosis. In short, they cannot understand pity which is impolite to them and to their social status.

This letter is intended for publication, because I think it makes a real point which you have overlooked.

Pasadena, California UPTON SINCLAIR

(NOTE: I regret that what I wrote of Upton Sinclair [Letters & Life, Survey Graphic, November, 1929] could have been taken to mean that I had forgotten that his writings have ever been full of humanitarian passion and great sympathy for the under-dogs of our economic and social system. The sentence in point read: "Upton Sinclair is keen but hardly a novelist, for propaganda lacks both pity and aloofness."

That "hardly" was unjust because it was unclear. The very point of the reference was to list him among the few American novelists that have really interpreted our modern life. He is a much greater novelist than most who claim the title, and he has been profoundly useful to this generation. But, as I think he would agree, his prime concern has been with propaganda, so perhaps he will let me restate myself: "He is not a pure novelist." Now certain great commentators on life (I suggest Ibsen and Hardy) have overcome this paradox of "pity" and "aloofness." Upton Sinclair is rich in humanitarian sympathy, but he is lacking in that kind of god-like pity for all men, even the villains, as the victims of Fate and their times.

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I do not want to seem disputatious, but I suggest that Upton Sinclair senses what I was trying to say in my clumsy and overconcise way. Of the preservers and beneficiaries of the evil conditions he says: "Often they don't realize their responsibility, and so they are bewildered by an attitude of sternness." Well, if they do not realize and are bewildered, do they not deserve some pity—even their blindness and selfishness? They suffer, too, as well as the dispossessed on whose side I hope I am justly ranged. This pity need not be maudlin: it must insist on human accountability and the responsibility of organized society for the evils it maintains. It can carry us beyond the bitter struggles of classes to seek understanding of that even more terrible strife that tears the soul of every member of this lonely race. We can all work in our parts of the field. We need Upton Sinclair's valiant services; but I suggest, with humility, that he will serve us more nobly as he grows in this kind of pity.—LEON WHIPPLE.)

MY HOBBY IS HOBBIES

(*Continued from page* 581)

my hobby and I gladly share it with others. I have built a summer home in the hills, among forty acres of woodland. I live there with my family all summer and spend many other week-ends there. Last summer we had five hundred week-end guests who like nature and roughing it as well as we do.

A married woman: I certainly do approve of hobbies, especially for married folks approaching forty, but it is hard to find a hobby that doesn't get interrupted by the many demands of four sweet infants. What would you suggest?

Another married woman: The endless task of housekeeping, cooking, and mothering grows wearisome unless there is a change of work that *isn't necessary*. My early training won't let me do useless things like playing bridge or idly visiting, but when I have painted a piece of furniture I have created something and my soul is satisfied.

A hard boiled business man: My hobby is flirting with pretty girls, or any girls. It is extremely good for me and the girls get a thrill out of it too. I do not do it rashly, or boldly, or too often, and I never go too far. It is quite an art.

A New York woman: There are so many things that I like to do. I must be very careful to harness your subject correctly, lest I find I have written you a long rhapsody on washing dishes or the joys of polishing silver.

A secretary: Spare time—that's the keynote of hobbies. In a collecting mood, I like to collect poetry; to comb through anthologies and volumes of collected verse searching for new poems that appeal to me. I also collect pictures—colored prints, paintings, photos of sculpture, beautiful stretches of scenery, interesting faces and engravings of fine examples of architecture. *Then* I make my transition from collecting to handcraft hobbies. These poems and pictures I protect by decorative paper, or linen portfolios and scrap-books. These I share with my friends.

A newspaper man: When I looked up the meaning of the word "hobby" in the dictionary I found that a hobby is something in which a person takes an extravagant interest. Upon close examination of myself, I find that I can take an extravagant interest in—

Lavender ties,
A girl with a smile,
A cool, soothing Camel
For which I'd walk a mile.
A blue Chrysler roadster,
A dog that wags his tail,
Some southern fried chicken,
Getting off without bail.
A baby in the subway,
Socks darned by my wife,
And a hundred thousand other things
That go to make up life.

It is interesting to know that hobbies are being encouraged by other groups besides recreation workers. The American Association for Adult Education, under the direction of Morse Cartwright, uses hobbies extensively as indirect methods of fostering adult education. The National Community Foundation of Swarthmore, Pennsylvania, does much with hobbies as the means of interesting people to continue their education. Paul M. Pearson, the vice-president, states that most people are rather ashamed to have it known that they are interested in cultural activities, and that a hobby-day exhibit brings out a large number of surprises. They try to follow up each hobby exhibit with the organization of group activities, each with a leader. The Recreation Center at Santa Barbara, California, has just completed a most successful year with its art and hobby school. They work for the development of hobbies through classes. Whenever a sufficient number of people are enrolled in any subject—art, needlecraft, woodcarving, painting, music, and the like, instructors are provided.

Recreation executives should be responsible for developing hobbies; they should make a survey of hobbies in their communities; they should have hobby days, exhibits, clubs; they should bring together people who like to do the same things.

It all goes back to the problem of leisure. "He is a failure who has nothing to do." A hobby offers something to do.

CHILDREN IN A MODERN WORLD

(*Continued from page* 570)

people do before the age of twenty-one. After they get that old some of them are competent to handle their own affairs. If not, they begin to handle the affairs of their babies and they have to be classified as something anyhow. While young people are growing up we must learn to be considerate and the mechanism we create must be kindly and not legalistic if we are to obtain the best results.

We are studying children who are disturbed mentally, the feebleminded and moron, and those who eventually will land in our asylums. Much can be done to help them and to save our money if we act in time.

At this White House conference the experts working in all these different fields spread their information and advice before us so we can form a judgment about it. Then back to us will come the responsibility of putting it into action and into legislation. We can now look forward to the new community responsibility for children. We can now see that we must provide parks and playgrounds. We must do our best to put into our communities the things that are good for children. We must try to devise methods in handling our family life so that we can give responsibility to the child.

With the electric stove or gas stove, with the frigidaire, steam heat, the milk in a sterilized bottle laid at the door, the newspaper delivered, it is difficult in many parts of the country to find regular errands that will train a child in a sense of responsibility. We will have to find some substitutes. When our last boy was growing up the only regularly recurring job that Mrs. Wilbur and I could devise for him after school hours was to have him lock up the automobile every night and see that the garage was closed. We persisted in that and we hope it took the place of the woodpile and the cow and the chores about the house.

We have confidence that if we all get together, take the facts that these experts will gather, interpret them in practical action, interest ourselves in seeing that the communities put back the things that we have taken away from the children, study our children to see that the right thing is done for this group and that group—that in this way, and in no other, we can give assurance that as America goes forward in power and wealth, she will go forward in citizenry and character because of the children of America.

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(*Continued from page* 599) Michigan and at the Michigan State Agricultural College, resulting in the resignation of President Little and the outrageous dismissal of President Butterfield. He shows pretty conclusively that the fundamental difficulty in both these instances lay in the trustee system and the "hired man" status of presidents and professors alike. This part is inevitably rather juicy reading, but it is handled with restraint and careful fairness; Dr. Kirkpatrick is not attacking individuals but exposing a system. Next he pictures the less turbulent but still unhappy situations in the Michigan normal schools and in three greatly differing private institutions (Battle Creek, Albion, and Olivet).

In the course of this demonstration by the method of concrete examples, Dr. Kirkpatrick is able to show how subtly and powerfully this form of government, by public-spirited and well-intentioned but inexpert laymen, poisons the very wellsprings of vital education, destroys the self-respect and initiative of professors and students and even of presidents, makes for traditionalism and formalism and "safety first," invites petty intrigues, and checks experimentation and any outward- and forward-looking views and efforts. And he drives home the fact that the same system of lay government operates in our secondary and elementary schools, through superintendents and principals instead of presidents, with similar evil results.

The day of any general abandonment in this country of the trustee system is, of course, remote. But we already have with us experimental and experimenting colleges. Perhaps some institution may be found bold enough to experiment with this fundamental problem of government. After reading Dr. Kirkpatrick's book one feels that such an experiment might yield results even more significant and fruitful than any of the present adventurings with new curricula and methods and living arrangements.

MAX MCCONN
Lehigh University

Public vs. Private Jobs

THE PRESTIGE OF PUBLIC EMPLOYMENT IN CHICAGO, *by Leonard D. White. University of Chicago Press.* 183 *pp. Price* $2.50 *postpaid of The Survey.*

IN the general problem of analysing the factors that would stimulate people under a socialized economic order, a mooted question is the degree to which employment for the state provides non-financial incentives. A possible index of the importance of this type of stimulus is the extent of the thrill felt by those in governmental employment. The present study by Professor L. D. White, with the assistance of a staff secured through the aid of the Local Community Research Committee of the University of Chicago, is based on a careful study of the way that such employment in Chicago is regarded by persons in various social strata.

The chief distinction of the study is the application of a scientific technique of investigation to this problem. For example, one schedule consisted of a word-association test, a rating scale for twenty occupations as against each other, and three rating scales to test opinion as to courtesy, honesty, and efficiency of city employes. From these data a certain "prestige index" was developed to use for quantitative comparison. Over 5,000 individuals in various walks of life were interviewed and a broad sampling of the community thus obtained. The study thus earns its place as a significant contribution to an important national problem involving some 2,000,000 public employes in the federal, state and municipal governments.

It is found that, on the whole, more than twice as many people believe in the superiority of private as compared with city employment, and that the latter is regarded unfavorably from the standpoint of courtesy, competence, trustworthiness, and industriousness. From an occupational standpoint, public employment is regarded most favorably by unskilled and skilled labor, and least among those in higher grades of employment.

The author, in attempting to explain why current opinion was so unfavorable to public employment, calls attention, in excellent descriptive writing, to the kind of items about public employment which appear in the newspapers; to the obvious political manipulation of most city affairs in Chicago, and to flagrant disregard of public opinion by the municipal officers, extending even to the bad visual impression made upon the visitor through dirty corridors, loafing in the hallways, and the types of people who are so much in evidence in them.

Dartmouth College HERMAN FELDMAN

What Babson Thinks

STORING UP TRIPLE RESERVES, *by Roger W. Babson. Macmillan. 364 pp. Price* $2.00 *postpaid of The Survey.*

THIS new book of Babson's is planned to serve as "chart and compass and full sailing orders for all American business and professional men who want to insure themselves against a breakdown about the time they get somewhere near the top." The triple reserves discussed are financial, physical and spiritual and the material as originally assembled was intended for use as the basis for group discussions in men's Bible classes. Certain parts were later expanded in the interests of the general reader, but the strong religious slant of the earlier presentation lingers and also the scheme of grouping much subject matter into chapter units of about the same length, each one capped with a carefully prepared set of pithy questions of the type supposed to stimulate individual and group thinking. The wide range of topics included within the comparatively few pages of the book is well illustrated by the following which appear in the index in succession under the letter "R": Radical teachings, Radio broadcasting stations, Railroads, Rayon, Reading, Real estate, Recreation, Reincarnation! As would be expected, there is nothing encyclopaedic in the method of presenting or discussing these topics so that the book becomes of much permanent reference value. You get from it a clear and interesting impression of what Babson thinks is of importance in the conduct of a man's daily life in relation to the safeguarding of his future needs.

Babson's headline scare of last summer about the approaching spectacular smash in the stock market was much ridiculed at the time, but later developments made his judgment greatly respected by the few who did and the many who did not follow his earlier advice. Because of this interest, there will probably be much reading and studying of any Babson book by men in the business world and at least a certain amount of familiarity with "what Babson thinks" would seem also a desirable acquisition by the social worker.

EMMA A. WINSLOW
Child Health Demonstration Committee

CASHLESS CHICAGO

(*Continued from page* 568)

And to this we must add for a complete picture of distress, the again mounting burden of unemployment onto which these critical cases fall. The United Charities report 603 cases of aid given to this cause in December 1929 as against 302 cases in the same month the year before, an increase of almost exactly 100 per cent. Some of the large employers are laying off men daily, and the Chamber of Commerce has finally so far admitted the presence of unemployment as to refer the matter to a committee for consideration. Certainly a worse time could not have been chosen to cut salaries and defer wages wholesale.

What will come of the city financial situation nobody is prepared to say. Six different schemes, all of them for temporary relief, were offered in one day in January. One of the fine things is to observe the cheerful spirit of devotion with which teachers, nurses, welfare workers and city servants go about their business. Nobody believes that Chicago will let her needy suffer, nor her employes go unpaid in the end, but the meantime is one of confusion and suffering.

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GOSSIP: of People and Things

A Blissful Hobby

"PERHAPS the hobby requiring the least paraphernalia is that of writing verse," says Paul S. Bliss, publicity secretary of the St. Louis Community Council. "It requires three things only—a piece of paper, a pencil, and emotion. It is thus a convenient hobby for one who tramps about or travels."

One arrow remembered
Of all that I shot;
One arrow remembered
A thousand forgot.

I drew taut the bowstring
It sped on its way;
A thousand lost arrows
That shot will repay.

One arrow remembered
Of all that I shot . . .
But the other lost arrows
That true one begot.

This is one of about a hundred poems privately printed by Mr. Bliss recently in a book dedicated to "those who, when the day's work is done, gather by campfire or grate, to drink of the wine of song." Paul's other hobby is the U. S. Army Reserve Corps in which he is a lieutenant-colonel.

Touche!

A BLITHE paragraph from the letter of an executive of a social agency *not* in New York: "I hoped we would not be asked to become sustaining subscribers, or underwriters, or anything of that sort. Some of us in operating agencies are beginning to think that the tendency in New York to have national millenniums is wearing a bit thin."

Red Tape Made Colorful

WHEN advertising experience gets hooked up with a governmental background the result is scrumptious, if one is to judge by The Story of the U. S. Children's Bureau, by Eleanor Taylor, now of the former and formerly of the latter of these two professional fields. The pamphlet is published by the Child Welfare Committee of the National League of Women Voters, 532 Seventeenth Street, N. W., Washington, D. C., price 25 cents. Here is almost everything that you might want to know and a good deal that you may have forgotten or didn't suspect, about the many things which the Children's Bureau has done and is doing for mothers and babies. The best of it is that here its enterprising adventures can burst out of the rigors of official publications and lead you on with thick paper, good type and restful wide margins; with sub-titles like The Old Woman Who Lived in a Shoe, Mothers Are Safer in Japan, or Blind Alleys.

Overhead

SOCIAL workers whose skill and training is often undervalued by the public, can well retell to their critics the story related by Lewis E. Lawes, warden of Sing Sing, at the New York Conference on Social Work, meeting recently at Albany. Something was wrong, it seems, with the gasoline pump at a filling station. Much agonized labor brought no result. Then a skilled filling station mechanic was drafted. He looked at the pump, made one tap with a tool and the pump worked. The bill he rendered was $50. When questioned by the station owners, he itemized the $50 as follows: one tap, $1; knowing where to tap, $49.

Wickersham Commission

THE National Commission on Law and Enforcement Observance recently set up a committee under the chairmanship of Hastings H. Hart to make an exhaustive inquiry into penal institutions, probation and parole. It reads like a Survey subscription list: Hastings H. Hart, Russell Sage Foundation; E. R. Cass, Prison Association of New York; Charles L. Chute, National Probation Association; Edwin J. Cooley, chief probation officer, Court of General Sessions, New York; Lewis E. Lawes, warden of Sing Sing prison; Calvin Derrick, State Home for Boys, Jamesburg, New Jersey; William Ellis, commissioner of institutions and agencies, New Jersey; Ellen C. Potter, State Home for Girls, Trenton; Walter N. Thayer, state superintendent of Prisons, Maryland; Judge C. W. Hoffman, the Juvenile Court, Cincinnati; Amos W. Butler, Indianapolis; Oscar Lee, warden, State Prison, Waupun, Wisconsin; Sanford Bates, United States superintendent of prisons; Bernard Glueck, Sing Sing Prison; Louis N. Robinson, Swarthmore, Pennsylvania; Joseph M. Proskauer, justice of the Supreme Court, New York; Herman J. Adler, state criminologist of Illinois; Herbert C. Parsons, commissioner of probation for Massachusetts; O. H. Close, Preston School of Industry, Waterman, California; Winthrop D. Lane, New York.

Who Would Have Thought?

IT wasn't called Housing, or City Planning, or Congested Areas or any such euphonius name—this round table at the Pennsylvania Conference on Social Welfare. It was called Slum Clearance, and that is exactly what it meant. The Pennsylvania conference program scheme proved its worth again this year. With institutes (six of them accommodating twenty-five people each) and forums to catch the non-students, during the mornings; with round tables (nine one day and eleven the other) for everybody in the afternoons, it left only the evenings for oratory and slumber.

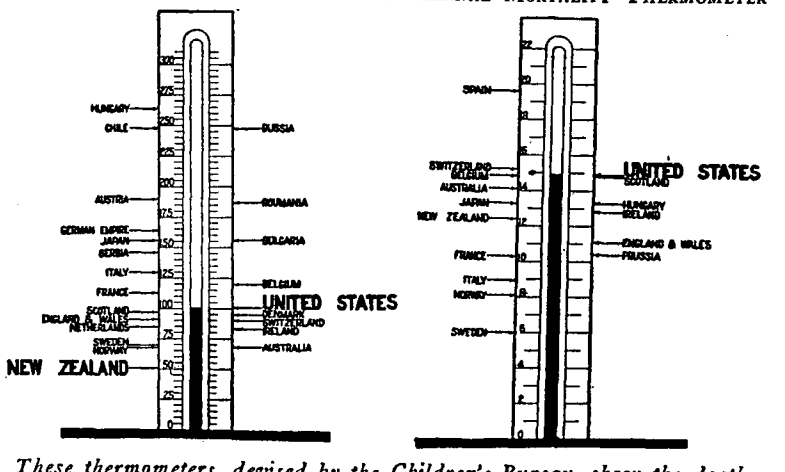
Twice Ten

TWO friends of The Survey recently celebrated ten years of service, one within prison walls and one outside. Lewis E. Lawes has been warden at Sing Sing for a decade; and Better Times, our stimulating neighbor, has been telling New York about social work for ten years. For one we wish a decrease in his official family; for the other an increase.

Sunday to Saturday

INSTEAD of meeting from Wednesday evening to Wednesday noon, the National Conference of Social Work this year will start Sunday evening and close the following Saturday. A major gain of this arrangement is a saving of the living expense of one week-end, making it possible to stretch the social agency budget for conferences over more staff members than before. The dates are June 8-14; Boston; headquarters, Hotel Statler.

A RECENT study of personnel turnover in family welfare agencies (see The Family for October) shows that 214 out of 312 workers reporting changed jobs during the year because they were dissatisfied with salaries or promotion opportunities; and



These thermometers, devised by the Children's Bureau, show the deaths under 1 year of age per 1,000 deaths for the year 1916, and the average death-rate per 100,000 population from conditions related to pregnancy and childbirth, 1900-1910

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the next largest group resigned because of "work unhappiness." The reports from the agencies, however, show that most workers resigned for personal reasons such as marriage, ill health or change of geographical location. The fact that the motives from the worker's point of view and from that of the agency do not agree, would seem to indicate a serious lack of understanding. It would be helpful if similar studies were made in other fields of social work.

Harmon Awards to Negroes

IT'S a barren month that fails to produce the announcement of a Harmon award. The most recent is the gold medal and $1,000 offered in cooperation with the Commission on Race Relations of the Federal Council of Churches, for constructive service for better race relations. Robert R. Moton, principal of Tuskegee Institute, is the recipient, for his book, What the Negro Thinks. In the field of education, the awards went to John Hope, president of Atlanta University; W. J. Hale, president of the State Agricultural and Industrial College for Negroes, Nashville, and Janie Porter Barrett, superintendent of the Virginia Industrial School, Peak's Turnout. In the field of religious service: Bishop Robert E. Jones, of New Orleans, A. Clayton Powell, pastor of the Abyssinian Baptist Church, New York. In science: Theodore K. Lawless, of Chicago, for his studies in dermatology. In literature: Walter White, assistant secretary of the National Association for the Advancement of Colored People, for his two novels, The Fire in the Flint, and Flight. In music: Harry T. Burleigh, the soloist at St. George's Episcopal Church, New York; Harry Lawrence Freeman, the composer of the first Negro grand opera; Carl Rossini Diton of New York, a student. In fine arts: William H. Johnson, of Florence, South Carolina, in recognition of his portraits and landscapes; Albert Alexander Smith, of Manhasset, New York, and Sargent Johnson, of Berkeley, California. In business: Truman K. Gibson of Chicago, a pioneer in developing Negro insurance organizations; John Charles Claybrook, Proctor, Arkansas, who, although he has never attended school, has successfully developed a plantation of 1,780 acres together with an important lumber business.

MERGERS everywhere. The Social Service Exchanges of Manhattan and Brooklyn have merged; the Social Service Exchange of Boston is now part of the Council of Social Agencies, Laura G. Woodbury continuing as director; and the publicitors of New Jersey have merged their curiosity into the New Jersey Publicity Council, with Bent Taylor as chairman.

IS it a knock or a boost? In Margaret Steele Moss' one-act play staged at Pennsylvania Inter-County Institutes, The Survey is used as a stage prop. The curtain rises on a social worker opening her morning mail. Comes The Survey. She holds it up for all to see (there's the boost), exclaims "How interesting," in a hoarse passionate voice—then lays it aside.

VIRGINIA'S Department of Public Welfare steams ahead with its mental hygiene program. The state Bureau of Mental Hygiene was set up last May. Recently the chief unit in the bureau, the Mental Hygiene Clinic, was organized with the following staff: Virginia T. Graham, acting director and psychologist; Grace Mullowney, assistant psychologist; Elizabett Rice, psychiatric social worker; Helen G. Taylor, social worker; Dorris Jenkins and Naomi Puckett, clerical assistants.

CONGRATULATIONS, neighbor! There were 27,160 regular subscribers to the American Journal of Nursing in December 1929 as compared to 23,383 the preceding December.

THE U. S. Civil Service Commission will hold an open competitive examination for specialist in research at $4,600 a year, to fill a vacancy under the Federal Board of Vocational Education. Applications must be filed not later than February 19.

SOPHONISBA P. BRECKINRIDGE has been appointed the first Deutsch professor of public welfare administration in the Graduate School of Social Service Administration, University of Chicago. This professorship is provided from funds bequeathed by the late Samuel Deutsch, who was for several years president of the Associated Jewish Charities of Chicago.

ADMINISTRATOR'S GUIDE

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VIRGINIA M. MURRAY, executive secretary of the Travelers' Aid Society of New York, has been chosen by Commissioner Grover A. Whalen, to head up the women's division of the new municipal Crime Prevention Bureau. Deputy Commissioner Nelson B. Ruttenberg is acting director of the bureau and Inspector Louis F. Costuma head of the men's division.

MARY S. LABAREE has been granted ten months' leave of absence from the Pennsylvania State Department of Welfare, to serve on the White House Child Welfare Conference. She succeeds Rhoda Kaufman, who resigned because of ill health, in studying state and local organizations of service to handicapped children. Kate Burr Johnson is chairman of the study.

DAVID C. ADIE, executive head of the Buffalo Council of Social Agencies, has been appointed member of the New York State Board of Social Welfare.

FRIENDS of The Survey are saddened by the news of two recent deaths: Dr. Clarence Floyd Haviland, well-known psychiatrist; and Evalyn Campbell Lovejoy, wife of Owen R. Lovejoy.

Bulletin Board

FOURTH INTERNATIONAL SOCIOLOGICAL CONGRESS: Havana, February 17-24. Write: Francesco Cosentini, Passeo de Marti 64, Havana, Cuba.

GEORGIA CONFERENCE ON SOCIAL WORK: Albany, February 17-19. Executive secretary, Mrs. E. Davidson, 53½ Baker St., N. W., Atlanta.

AMERICAN ORTHOPSYCHIATRIC ASSOCIATION: New York City, February 21-22. Secretary, George S. Stevenson, 370 Seventh Ave., New York City.

NATIONAL EDUCATION ASSOCIATION, DEPARTMENT OF SUPERINTENDENCE: Atlantic City, N. J. February 22-27. Business Manager, H. A. Allan, 1201 Sixteenth St., Washington, D. C.

TENNESSEE CONFERENCE OF SOCIAL WORK: Memphis, March 5-7. Secretary, William C. Headrick, State Dept. of Institutions, Nashville.

INTERNATIONAL SOCIETY FOR CRIPPLED CHILDREN: Toronto, Canada, March 17-19. Executive secretary, Harry H. Howett, Elyria, Ohio.

PROGRESSIVE EDUCATION ASSOCIATION: Washington, D. C., April 3-5. Executive secretary, J. Milnor Dorey, 10 Jackson Place, Washington.

FLORIDA CONFERENCE OF SOCIAL WORK: Jacksonville, April 6-10. President, Judge W. S. Criswell, Juvenile Court, Jacksonville, Fla.

CANADIAN CONFERENCE ON SOCIAL WORK: Toronto, April 28-May 1. Secretary, Alec D. Hardie, 45 Richmond W., Toronto.

TEXAS CONFERENCE OF SOCIAL WORK: Galveston, May 1-3. President, Margaret Renkin, Travelers Aid Society, Houston.

FIRST INTERNATIONAL CONGRESS ON MENTAL HYGIENE: Washington, May 5-10. Administrative secretary, John R. Shillady, 370 Seventh Ave., New York City.

NATIONAL TUBERCULOSIS ASSOCIATION: Memphis, May 7-10. Write: Elizabeth Cole, 370 Seventh Ave., New York City.

CALIFORNIA CONFERENCE OF SOCIAL WORK: Santa Barbara, May 13-17. Secretary, Anita Eldridge, Exposition Auditorium, San Francisco.

NATIONAL CONGRESS OF SALVATION ARMY: New York City, May 16-22. Executive director, R. E. Holz, 853 Broadway, New York City.

SECOND INTERNATIONAL MALARIA CONGRESS: Algiers, Algeria, May 19-21.

INTERNATIONAL COUNCIL OF WOMEN: Vienna, Austria, May 27.

NATIONAL CONFERENCE OF SOCIAL WORK: Boston, Mass., June 8-14. Executive secretary, Howard R. Knight, 277 E. Long St., Columbus, Ohio.

AMERICAN FEDERATION OF ORGANIZATIONS FOR THE HARD OF HEARING: New York City, June 16-19. Secretary, Betty C. Wright, 1601—35th St., N. W., Washington, D. C.

BIENNIAL NURSING CONVENTION: Milwaukee, Wisc., June 9-14. Headquarters Director, Janet M. Geister, American Nurses Association, 370 Seventh Ave., New York City.

AMERICAN LIBRARY ASSOCIATION: Los Angeles, Calif., June 23-28. Write: American Library Association, 520 North Michigan Ave., Chcago.

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AMERICAN HOME ECONOMICS ASSOCIATION: Denver, Col., June 24-28. Executive secretary, Alice L. Edwards, 617 Mills Bldg., Washington, D. C.

NATIONAL EDUCATION ASSOCIATION: Columbus, Ohio, June 28 - July 4. Business Manager, H. A. Allan, 1201 Sixteenth St., Washington, D. C.

ROYAL SANITARY INSTITUTE: Margate, England, July 21-28.

TENTH INTERNATIONAL PRISON CONGRESS: Prague, Czechoslovakia, August. U. S. Representative, Mrs. H. Otto Wittpenn, Castle Point, Hoboken, N. J.

Personal News

FORREST N. ANDERSON, formerly with Philadelphia Child Guidance Clinic, now director, Child Guidance Clinic of Los Angeles and Pasadena.

DR. HOMER M. AUSTIN, formerly chief Bureau of Tuberculosis, Ohio State Department of Health, now chief, Division of Hygiene.

DR. JOSEPH H. BARACH, member of staff, Presbyterian Hospital, Pittsburgh, appointed director, Falk Clinic, a part of the medical center, University of Pittsburgh, and established as a gift from Maurice Falk.

MARIAN BARNEY appointed to staff, Federation of Social Agencies, Pittsburgh.

HARRIET RAND BAXTER, finance secretary, Chicago Y.W.C.A., resigned.

ADDISON V. BRANDON, formerly publicity secretary, Family Welfare Association, Milwaukee, Wisc., now publicity director, Central Council of Social Agencies, Milwaukee.

JAMES A. BOND, dean, Kentucky Normal and Industrial Institute, appointed specialist in Negro education, United States Office of Education.

REV. BROWNLEE, secretary, Council of Churches, Dayton, Ohio, appointed member, City Board of Parole.

ELIZABETH BROOKE, formerly with Virginia Children's Home Society, now director, Child's United Social Service Committee, Atlanta, Ga.

FLORENCE J. BROWN, formerly with Chicago Chapter, American Red Cross, now member, disaster relief staff.

DR. A. C. BURNHAM, assistant in preventive medicine, Committee on Tuberculosis and Public Health, New York State Charities Aid Association, died.

LOU ELLA BUTLER, formerly with Social Service Bureau, Lansing, Mich., now with Y.W.C.A., Los Angeles.

ANN LAWS CALLEY, one of last summer's California '29ers, appointed executive secretary, Pennsylvania Branch of the Shut-In Society, Philadelphia.

JOSEPH P. CHAMBERLAIN, professor of social legislation, Columbia University, elected president, American Association for Labor Legislation.

MARY P. COMPTON appointed executive secretary, Welfare Workers Association, Carlisle, Pa.

HELEN CURRIER, formerly assistant director, Research Association, Dayton, Ohio, now associate secretary, Dayton Council of Social Agencies, in charge of research.

FRANCES DAY, superintendent, State Board of Children's Guardians, Jersey City, N. J., died.

E. B. DEGROOT elected chairman, Los Angeles Chapter, American Association of Social Workers.

VIOLA S. DEUTSCH, formerly vice chairman, Jewish Big Sisters, now executive secretary, Council of Jewish Women, New York City.

CHARLES E. DILLON appointed assistant to the director in charge of public information, A. R. C. Midwestern Branch in St. Louis.

JAMES F. DOYLE, formerly political writer with Buffalo Courier-Express, now member Board of Social Welfare, Buffalo, N. Y.

MARIE E. DOHM appointed assistant to the director, Nutrition Service, A.R.C. at National Headquarters.

ELEANOR E. EMME, formerly executive director, Child Welfare Association, Allen County, Ohio, now with Institution Inspection Bureau, Ohio State Division of Charities.

FREDA EPSTEIN married to George J. Hecht, January 6th, Baltimore, Md.

HELEN FAIRBANKS, formerly executive secretary, Family Welfare Society, Stamford, Conn., now executive secretary, Associated Charities, Worcester, Mass.

HELEN FOSTER of Cleveland appointed case supervisor, Mothers Assistance Fund, Philadelphia.

BEULAH OSBORNE FRANCE, formerly with Metropolitan Insurance Co., now with Bellevue-Yorkville Health Demonstration, New York City.

JACKSON A. FRANK, chief of the division of hygiene, Ohio State Department of Health, died, Columbus, following six months' illness with nephritis.

L. C. GARDNER, formerly at Homestead Plant, Carnegie Steel Corporation, Pittsburgh, now director, Wesley House, St. Louis.

EARL F. GATES, assistant director of public information and roll call, A. R. C. National Headquarters, Washington, D. C., resigned.

ESTHER GEBAUER, formerly with Grenfell Expedition, Labrador, now girls' worker, East End Neighborhood House, New York City.

ARTHUR GERMAN of Westerville, Ohio appointed Junior Staff member, National Tuberculosis Association, New York City.

ROY E. GILSON, managing director, Boys' Club of Detroit, resigned.

GERTRUDE GLICK, formerly assistant director, Jewish Social Service Bureau, Cleveland, now executive director, Jewish Social Service Bureau, Baltimore.

J. R. GLENN, general secretary, Y.M.C.A., Pine Bluff, Ark., resigned; succeeded by C. C. Beers.

J. G. WILLIAM GREEF appointed Commissioner of Hospitals, New York City, succeeding William Schroeder.

FRANCES HAMINGTON, formerly nurse, Belmore School, Belmore, L. I., now public health nurse, Huerfano County Chapter, A.R.C., Walsenburg, Colo.

VIVIAN HARRIS, formerly special Roll Call worker, American Red Cross, now field representative in southern Kansas.

JULIA HATCH appointed supervisor, Children's Home Society, Richmond, Va.

GERALDINE HILLER appointed to staff, Bellevue-Yorkville Health Demonstration, New York City.

HORTENSE HUDSON appointed vocational secretary, Joint Vocational Service, New York City.

WILLIAM HUESS appointed town welfare officer of New Castle (Chappaqua), Westchester County.

HYMAN KAPLAN, formerly director, Jewish Charities, Cincinnati, Ohio, now director, Federation of Jewish Charities, San Francisco.

EUGEN KAHN of Munich, Germany, appointed professor of psychiatry and mental hygiene, Yale School of Medicine.

BERNICE KELLEY, formerly executive secretary, International Institute, Baltimore, now director of case work, International Institute, Los Angeles.

MARY KENNEY appointed case supervisor, Social Service Division, Detroit Dept. of Public Welfare.

EMMA L. KING, executive, Family Welfare Association, Dayton, Ohio, appointed member, City Board of Parole.

MARTHA KLINE appointed general secretary, Family Welfare Society, Belleville, N. J.

MARY A. LAFFERTY, formerly with Family Welfare Organization, Louisville, Ky., now assistant supervisor with Family Service Organization, Canton, Ohio.

DAISY E. LAMPKIN of Pittsburgh appointed regional field secretary, National Association for the Advancement of Colored People, New York City.

THEODORE LEBERTON appointed publicity director, Los Angeles Community Chest.

DR. RICHARD CLAY LEONARD appointed chief, Division of Oral Hygiene, Maryland State Department of Health.

DR. ALFRED B. LIPPERT, formerly chief, Bureau of Public Health Education, Ohio State Department of Health, now chief, Division of Child Hygiene.

HELEN STARR LLOYD, formerly with Family Service Society, Akron, Ohio, now with Family Welfare Association, Milwaukee, Wis.

VIRGINIA LUDVIGSEN formerly with Associated Charities, Cleveland, Ohio, now with Family Welfare Association, Milwaukee, Wis.

RUTH MACMILLIN, in charge of publicity, Milwaukee Central Council of Social Agencies, resigned.

EDWARD W. MACY, formerly publicity director, Marts & Lundy, New York City, now conducting his own publicity finance service for short term campaigns, 20 Gramercy Park, New York City.

MRS. A. V. D. MARRIN, formerly case supervisor, San Francisco Chapter, A. R. C., appointed executive secretary, succeeding Egie M. Ashmun, deceased.

JESSIE MARSHALL, formerly Fellow with National Tuberculosis Association, now associate in Division of Medical Measures, American Social Hygiene Association, New York City.

ALFRED J. MASTERS, first probation officer appointed in New York State, died, Rochester.

ANNA M. MCGEE, general director, Public Health Nursing Association, Schenectady, N. Y., died.

R. R. MILLER, formerly assistant superintendent of charities, Los Angeles County, now director, Community Chest, Santa Ana, Calif.; succeeded by A. C. Price, Long Branch, Calif.

FREDERICK A. MORAN, director of probation, New York State, on indefinite leave of absence; appointed executive secretary, New York Catholic Protectory.

CARL MYERS appointed field representative in Wisconsin, A. R. C.

JOSEPHINE NELSON appointed assistant secretary, Department of Child Placing, New York State Charities Aid Association, succeeding Frances Lockridge.

MARGUERITE F. NEWMEYER of Baltimore, appointed director, Jewish Community Center, St. Louis, succeeding Sadie Hoffman.

HALA A. NEW, formerly with Riverside Fort Sanders Hospital, Knoxville, Tenn., now public health nurse, A. R. C., Texarkana, Tex.

GRACE L. OSBORN, formerly with National Board, Y.W.C.A., now general secretary, Y.W.C.A., Los Angeles.

EDWARD J. PARKER formerly director, Social Service Division, appointed national secretary, Salvation Army.

WALTER PETTIT, assistant director, New York School of Social Work, elected president, Association of Schools of Professional Social Work.

MAURICE L. REDDY, formerly executive secretary, Chicago Chapter, A. R. C., now director of chapter disaster preparedness.

LAURA RHONE, former executive secretary, Dodge County Chapter, A. R. C., Fremont, Neb., now executive secretary, Yankton County Chapter, A. R. C., Yankton, S. Dak.

HELEN RICHARDSON, formerly supervisor, Cook County Boarding Dept., Chicago, now director, Child Care Bureau, Ohio State Division of Charities.

PAULINE RODEFER, formerly case correspondent in War Service, National Headquarters, A. R. C., now Home Service secretary, Wilkes-Barre, Pa. Chapter.

CLARENCE F. ROWLAND, formerly with A. R. C. staff in Siberia, now disaster relief representative, Midwestern Branch Office, A. R. C.

ANNA E. RUDE, director, Bureau of Maternal and Child Hygiene, Los Angeles County Health Dept., appointed to White House Conference on Child Health and Protection.

DOROTHY RULLKOETTER appointed psychiatric social worker with S. C. A. A., New York City, succeeding Sarah Hartmann.

FLORENCE R. SABIN of the Rockefeller Institute for Medical Research awarded Pictorial Review Medal for the woman who has made the most distinctive contribution to American life in the fields of art, science or letters.

A. L. SCHAFER appointed director of field operations with disaster relief organization, A. R. C.

WELLINGTON P. SHAHAN appointed executive secretary, Illinois Tuberculosis and Public Health Association.

MARGUERITE SCHOLL, formerly with Children's Hospital, San Francisco, now director, Child Welfare Division, Los Angeles City Health Dept., succeeding Dr. Nasatir.

CHARLES S. SCHOTTLAND, formerly with Bronx House and Federation Settlement, New York City, now headworker, Modern Social Center, Los Anegeles.

WILLIAM A. SHULTE of Santa Rosa, Calif., appointed probation officer, Sonoma County, Calif., succeeding John Plover.

ANNE C. SICKAFOOSE, formerly with Family Service Society, Canton, Ohio, now with Travelers Aid Society, Pittsburgh, Pa.

CARRIE WEAVER SMITH appointed superintendent, Montrose School for Girls, Reisterstown, Md.

ISIDORE SOBELOFF, formerly director of public relations, Federation for the Support of Jewish Philanthropic Societies, New York City, now director of the New York office, National Jewish Hospital at Denver.

ROY STOCKWELL, formerly chief probation officer, Milwaukee, Wis., now field representative in northern Kansas, A. R. C.

WALTER N. THAYER, JR., formerly superintendent, New York State Institution for Defective Delinquents, Napanoch, appointed superintendent, Maryland State Prisons, State Department of Welfare.

MARJORIE THOMPSON, general secretary, Central Bureau of Family Welfare, Hamilton, Ontario, to become executive secretary, Family Service Society, Erie, Pa., on April 1st, succeeding Aaron M. Lopez.

ESTHER DE TURBEVILLE appointed chief of California State Division of the Aged.

WALTER S. UFFORD, executive secretary, District of Columbia Tuberculosis Association, resigned; will devote his time to the work of the Associated Charities.

F. E. VIGOR appointed secretary, Community Chest, Ashland, Ky., succeeding Frank H. Fanning.

ANSLEY WILCOX, prominent in social work and civic affairs in Buffalo for nearly fifty years, died on January 26. It was in Mr. Wilcox's home that Theodore Roosevelt was sworn in as President following the assassination of President McKinley. Mr. Wilcox was a member of the commission which years ago investigated charges of cruelty at Elmira Reformatory, and in 1914-15 served on a commission which investigated the health laws of New York state and framed a new health code. For many years he was active as the president of the Buffalo C. O. S.

DR. SIDNEY WILGUS of Rockford, Ill., appointed State alienist, Illinois State Department of Public Welfare.

MARY B. WILSON, superintendent, Rainbow Hospital, New York City, resigned; succeeded by Margaret Hope, formerly superintendent, Babies and Childrens Dispensary.

AGNES E. WILSON, formerly director, research division, Community Welfare Association, San Francisco, now general secretary, International Institute, San Francisco.

ALBERT C. WOLFE, formerly with Big Brothers, Milwaukee, Wis., now in attendance dept., Vocational and Continuation School, Milwaukee.

DR. SHIRLEY W. WYNNE, Health Commissioner, New York City, appointed to the chair of Preventive Medicine, New York Polyclinic Medical School and Hospital.

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DIRECTORY OF SOCIAL AGENCIES

Health

AMERICAN FOUNDATION FOR THE BLIND, INC.—125 East 46th Street, New York. Promotes the creation of new agencies for the blind and assists established organizations to expand their activities. Conducts studies in such fields as education, employment and relief of the blind. Supported by vountary contributions. M. C. Migel, President; Robert B. Irwin, Executive Director; Charles B. Hayes, Field Director.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Mrs. F. Robertson Jones, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin" monthly, $1.00 a year.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, INC.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse L. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.
To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
Work supported by membership and voluntary contributions.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—370 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *The Public Health Nurse.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director: Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

Health

NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Linsly R. Williams, president; Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Education

ART EXTENSION SOCIETY, INC.—The Art Center, 65 East 56th Street, New York City. Purpose,—to extend the interest in, and appreciation of, the Fine Arts, especially by means of prints, lantern slides, traveling exhibitions, circulating libraries, etc., etc.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York. Telephone: Plaza 9512. A non-sectarian non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, and play leaders. For information address Jess Perlman, Director.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Brauncher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

WORKER'S EDUCATION BUREAU OF AMERICA—A cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

National Conferences

NATIONAL CONFERENCE OF SOCIAL WORK—Mirian Van Waters, Ph.D., president. New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-seventh annual meeting of the Conference will be held in Boston (Hotel Statler) in June of 1930. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

Religious Organizations

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Composed of the national women's home mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperation in action and to represent Protestant church women in such national movements as they desire to promote interdenominationally.

Florence E. Quinlan, Executive Secretary.
Religious Work for Indian Schools, Helen M. Brickman, Director.
Migrant Work, Edith E. Lowry, Secretary.
Adela J. Ballard; Western Supervisor.
Womens interdenominational groups — state and local—are promoted.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 27 Protestant communions. Rev. C. S. Macfarland, Rev. S. M. Cavert and Rev. J. M. Moore, Gen. Sec's.; 105 E. 22d St., New York City.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.
Committee on Goodwill between Jews and Christians, Rev. E. R. Clinchy, Sec'y.

GIRLS' FRIENDLY SOCIETY OF THE U. S. A.—Florence Lukens - Newbold, Executive Secretary, 386 Fourth Avenue, New York City. A national organization for girls of all races and creeds, sponsored by the Episcopal Church, to uphold Christian standards of living and to study the conditions in which girls live, work, and play. Numbers nearly 50,000 with branches in 44 states.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, General Secretary; Miss Emma Hirth, Miss Helen A. Davis, Associate Secretaries; 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries for advisory work in the United States in 1,034 local Y.W.C.A.'s on behalf of the industrial, business, student, foreign born, Indian, colored and younger girls. It has 103 American secretaries at work in 16 centers in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 1860 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of education, recreation, religious instruction and social service work for rural communities.

Pamphlets and Periodicals

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

CHILD WELFARE LEAGUE OF AMERICA— C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on admnistration; to furnish informaton. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914, 70 Fifth Ave., N.Y.C. (Tel. Algonquin 9690). Promotes the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. It issues educational posters and slides and in the Knighthood of Youth provides homes and schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

Women's Trade Union

NATIONAL WOMEN'S TRADE UNION LEAGUE OF AMERICA — Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; Miss Elisabeth Christman, secretary-treasurer; 311 South Ashland Boulevard, Chicago, Ill. Stands for self-government in the work shop through trade union organization; and for the enactment of industrial legislation. Official publication, Life and Labor Bulletin. Information given.

Foundations

RUSSELL SAGE FOUNDATION— For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization. Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

IS YOUR ORGANIZATION LISTED?

Give your oranization the support and benefit to be derived from a listing with other social movements in the Survey's Directory of Social Agencies.

Listings may be inserted in the Graphic or Midmonthly—or in both magazines.

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24 " —28c " " "

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Conference Elections

State conferences of social work which have held meetings during the past four months report elections of officers as follows:

ARKANSAS: *President*—J. A. Dickey, Fayetteville; *vice-president*—Jaime Deaz, McGehee; *secretary-treasurer*—Mrs. N. P. McDervalt, Little Rock.

COLORADO: *President*—Bradford J. Murphey, Colorado Springs; *vice-presidents*—A. C. Cross, Colorado Springs; W. L. Abbott, Colorado Springs; *treasurer*—Agnes Donaldson, Colorado Springs; *secretary*—Alice van Diest, Colorado Springs; *assistant secretary*—Olga Edith Gunkle, Denver. Next meeting: October, 1930.

ILLINOIS: *President*—Wilfred S. Reynolds, Chicago; *vice-presidents*—Frederic Siedenburg, Chicago; Florence A. Merrill; O. C. Smith; *executive secretary*—Edna Zimmerman, Springfield.

INDIANA: *President*—J. A. Brown, Indianapolis; *vice-president*—Leo M. Rappaport, Indianapolis; *secretary*—W. A. Hacker, Indianapolis. Next meeting: Gary, October, 1930.

IOWA: *President*—O. S. Von Krog, Eldora: *vice-presidents*—Effie E. Doan, Des Moines; Dale Yoder, Iowa City; A. C. Conaway, Marshalltown; *treasurer*—Mrs. Sam Winestock, Des Moines; *executive secretary*—Dorothy Tumy, Oskaloosa. Next meeting: Davenport.

KENTUCKY: *President*—William N. Beehler, Lexington; *vice-presidents*—W. L. Nofcier, Wilmore; John P. Haswell, Louisville; Charles J. Turck, Danville; *treasurer*—Eda Herman, Danville; *secretary*—Lula D. Krakaur, Louisville Next meeting: Lexington, October, 1930.

MAINE: *President*—Robert Hale, Portland; *vice-presidents*—Frank Holley, North Anson; George Harrison, Portland; *treasurer*—Andres Myheman, Lewiston; *secretary*—Rose Pearl Danforth, Portland. Next meeting: Augusta, October, 1930.

MASSACHUSETTS: *President*—George H. Bigelow; *vice-presidents*—Allan A. Libbey, William H. Pear; *treasurer*—Joseph J. Tillinghast; *secretary*—Howard Raymond.

MICHIGAN: *President*—Robert H. Haskell, Northville; *vice-president*—Victor S. Woodward, Grand Rapids; *treasurer*—Alice R. Yonkman, Grand Rapids; *secretary*—Edith M. Dudman, Grand Rapids. Next meeting: Ann Arbor, fall of 1930.

MINNESOTA: *President*—Mildred D. Mudgett, St. Paul; *vice-presidents*—M. L. Stiffler, St. Paul; Eula B. Butzerin, Minneapolis: Blanche L. LaDu, St. Paul; *treasurer*—Louise E. Schutz, St. Paul; *secretary*—Lucile Quinlan, St. Paul: *executive secretary*—Mrs. John J. Doyle, Minneapolis. Next meeting: St. Paul, September, 1930.

MISSOURI: *President*—John D. Neal, Kansas City; *vice-presidents*—Robert W. Kelso, St. Louis; W. L. McIntyre, Lebanon; *treasurer*—E. L. Morgan, Columbia; *executive secretary*—Harold J. Mathews, Columbia. Next meeting: St. Louis, May, 1931.

NEBRASKA: *President* — Orville Robertson, Omaha; *vice-presidents*—Lincoln Frost, Lincoln; Mrs. Wayland McGee, Pennington; G. H. Mendenhall, Fremont; Lena Ward, Geneva; Mrs. A. H. Brooks, Hastings; R. V. Clark, Kearney; *treasurer*—C. A. Fulmer, Lincoln; *recording secretary*—Ada Barker, Lincoln.

NEW JERSEY: *President*—Mrs. Harriman N. Simmons; *vice-presidents*—Jessie P. Condit, E. S. Ford; *treasurer*—Walter Kidde; *financial secretary*—Mary L. Dyckman; *executive secretary*—Maud Bryan Foote. Next meeting: December, 1930.

NEW YORK: *President*—Richard W. Wallace, Albany; *vice-presidents*—Edmund H. Lewis, Syracuse; Joseph L. May, Utica; Paul F. Warburg, New York City; *treasurer*—George J. Gillespie, New York City; *executive secretary*—Mary B. Holsinger, Albany. Next meeting: Elmira, November 18-21, 1930.

OHIO: *President*—Howard R. Knight, Columbus; *vice-presidents*—Mary E. McChristie, Cincinnati; J. L. Tuttle, Canton; *treasurer*—H. H. Shirer, Columbus; *executive secretary*—Perry Denune, Columbus.

PENNSYLVANIA: *President*—Edwin D. Solenberger; Philadelphia, Pa.; *vice-presidents*— H. J. Gilbert, Pittsburgh; M. Alice Hill, Harrisburg; Harold Dundon, Erie; *treasurer*—Margaret Brooke, Pittsburgh; *assistant secretaries*—Eleanor May, Wilkes-Barre; Franklin R. Wilson; Elizabeth G. Martin, Stroudsberg.

UTAH: *President*—A. L. Beeley, Salt Lake City; *vice-presidents*—Kate Williams, Salt Lake City; Elizabeth McMechen, Salt Lake City; *secretary-treasurer*—Lydia Alder, Salt Lake City. Next meeting: Logan, October 31 to November 1, 1930.

VERMONT: *President*—J. W. Brown, Manchester; *vice-presidents*—Mrs. K. R. B. Flint, Northfield; Mrs. H. B. Shaw, Burlington; W. I. Mayo, Westminster; *treasurer*—Mrs. Charles B. Adams, Waterbury; *secretary*—Mrs. Frank S. Locke, Springfield.

AMERICAN COUNTRY LIFE ASSOCIATION: *President*—Frank O. Lowden, Oregon, Ill.; *vice-presidents*—Henry A. Wallace, Des Moines, Ia.; Mrs. A. H. Reeve, Philadelphia; *treasurer*—Albert Shaw, Jr., New York City; *field secretaries*—Nat. T. Frame, Morgantown, W. Va.; Asher Hobson, Berkeley, Calif.; *executive secretary*—Benson Y. Landis, New York City. Next meeting: Madison, Wis., October 20-22, 1930.

AMERICAN PRISON ASSOCIATION: *President*—C. J. Swendsen, Minnesota; *vice-presidents*—Raymond F. C. Kieb, New York; W. S. Hughes, Canada; Mary B. Harris, West Virginia; Mabel Bassett, Oklahoma; James W. Herron, Pennsylvania; *treasurer*—Decatur M. Sawyer, New Jersey; *secretary*—E. R. Cass; *assistant secretaries*—H. V. Bastin, Kentucky; Edna Olson, Illinois. Next meeting: Louisville, Ky., November, 1930.

AMERICAN PUBLIC HEALTH ASSOCIATION: *President*—A. J. Chesley; *president-elect*—Hugh S. Cumming; *vice-presidents*—Louis I. Harris, W. J. Bell, F. E. Harrington; *treasurer*—Louis I. Dublin; *executive secretary*—Homer N. Calver.

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